LABOUR LEGISLATION REVIEW

A REPORT OF THE MINISTER
OF LABOUR AND CONSUMER SERVICES
TO THE PREMIER OF BRITISH COLUMBIA

February 28, 1987
Victoria, British Columbia

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Province of
British Columbia

OFFICE OF THE MINISTER

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February 28, 1987

The Honourable William N. Vander Zalm
Premier
Province of British Columbia
Parliament Buildings
Victoria, B.C.
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Dear Premier:

At the time I was appointed to serve as your Minister of Labour and Consumer Services on November 6, 1986 you publicly assigned to me a number of tasks, one of which was to conduct a review of the Government's labour legislation and to report my recommendations to you by February 28, 1987.

In approaching my task I kept in mind not only the explicit wording of your direction to review the Labour Code and other labour legislation, but also the policy initiative which your previous Cabinet decided to pursue in Prince George in September 1986, i.e. "consultation and discussion with labour and management representatives to set a new climate for industrial relations in B.C.". More than anything else I have been mindful of the crucial role which we know our industrial relations climate plays in the decisions of foreign investors, upon whom so much of our province's future economic well-being could depend.

I take pleasure in submitting my report to you in the form which I will briefly describe.

In chapter 1 I have set out a brief general description of the process which I used to arrive at my recommendations. The details are set forth separately in various appendices to the report.

In chapter 2 I have described the need to improve our labour relations climate to attract investment and jobs. I have also commented on the debate which has surfaced between those who are of the opinion that the labour relations climate can be improved by means of labour legislation alone, and those who believe that real improvement can only result from significant changes in the attitudes of all parties. A strategy arising from these views is suggested.

In chapter 3 I have described recent efforts which have been made within the industrial relations community to lay the groundwork for a labour-management-government institute to develop a more constructive approach to the identification and elimination of impediments to achieving more harmonious labour-management relations within our province.

In chapter 4 I have provided you with a relatively brief description of the major issues which were drawn to my attention during the course of the review. Amongst these issues are several which for various reasons are not covered by any recommendation for change to the existing legislation.

Finally, in chapter 5 I have have set forth specific recommendations both for legislative change and for non-legislative action on the part of the government. In deciding upon these recommendations I have attempted to maintain a fair and workable balance between the numerous competing interests, including those of employers, trade unions and the general public. I have rejected the argument that labour-management harmony and stability can depend solely upon legislative change or solely upon attitudinal change, and I am therefore submitting to you a set of recommendations which fully embrace the idea of government support for a tripartite forum, and which also involve significant changes to existing labour legislation.

I appreciate the opportunity to review some of the most important legislation on the Province's statute books, and I sincerely hope that my report and its recommendations will be beneficial to you and in the overall interests of British Columbians.

Lyall F. Hanson
Minister of Labour and
Consumer Services

CHAPTER 1

LABOUR LEGISLATION REVIEW PROCESS

In recognition of the broad and substantial impact labour legislation has on the people of British Columbia, I incorporated into the review process opportunity for input from all interested parties. A news release and newspaper advertisements were issued in mid-December, 1986 announcing the review process and calling for submissions (a copy of the news release and advertisement is provided in Appendix A). The deadline for submissions was January 16, 1987. This information also advised that I would hold public meetings throughout the province in the first six weeks of 1987.

The public hearings were scheduled in January and early February in Nelson, Courtenay, Terrace, Dawson Creek, Prince George, Vernon, Victoria, Vancouver and Abbotsford. I acted as chairman for these meetings and was joined on the panel by Mr. John Jansen, Parliamentary Secretary to the Minister of Labour and Consumer Services and MLA for Chilliwack, and Mr. Howard Dirks, MLA for Nelson-Creston. Advertisements were placed in local newspapers prior to the hearings announcing the meetings and requesting those wanting to make presentations to contact my Ministry's local Employment Standards Office to schedule a time for their presentation. (The advertisement copy is in Appendix B). Response was strong in all communities and hearing times were solidly booked in 15-minute segments. (Lists of scheduled presentations are in Appendix C). I also made time available for people attending who had not scheduled times to address the panel if they so wished, and wherever requested, met with the local media. Through the combination of written submissions and presentations at the public hearings I have received in excess of 700 submissions. (The list of those who sent in written submissions is in Appendix D).

At the public meetings a number of presenters read from briefs which they provided to the panel, while a large number did not have prepared briefs. I was impressed by the sincerity of the individuals who appeared before the panel and with the considerable effort many had made to attend the meetings. I would also like to acknowledge the assistance of the community colleges in Nelson, Terrace, Dawson Creek, Prince George, Vernon, Victoria and Abbotsford in providing technical assistance and facilities, and the work of my Ministry's Industrial Relations Officers in organizing the various meetings.

I also held a series of private meetings on January 24 and 25, 1987 with employer and labour organizations who collectively represent a large portion of the community directly regulated by labour legislation (B.C. Business Council, Vancouver Board of Trade, various construction industry employers, B.C. Federation of Labour, Confederation of Canadian Unions). There was a

subsequent private meeting with the B.C. and Yukon Building Trades Council on February 17, 1987. (A list of the individuals attending these meetings is in Appendix E). These meetings afforded the opportunity for frank discussions about perceived problems and possible changes to our labour legislation.

Another source of information resulted from a meeting with my counterpart in Alberta, Dr. Ian Reid, in Edmonton on February 9, 1987. The Alberta labour legislation review process was nearly complete at that stage and I found it constructive to have the benefit of a preview of the recommendations produced by that exercise (the Alberta report was released on February 17, 1987).

I also received input from our Cabinet colleagues at a meeting on February 11, 1987 and found their comments and suggestions to be very useful.

Finally, I have had at my disposal the submissions received when the Labour Code was being reviewed in 1983 and the options which were considered in preparing the 1984 amendments.

I should also note that staff in the Ministry of Labour and Consumer Services have been active in identifying and analysing various issues raised during the review, and in preparing detailed research papers on several key issues. Summaries of all the briefs received have also been prepared (copies have already been sent to your office).

CHAPTER 2

A STRATEGY FOR IMPROVING INDUSTRIAL RELATIONS, THE BUSINESS CLIMATE, AND EMPLOYMENT OPPORTUNITIES

The basic assumption and motivating factor behind the present review of our labour legislation is that our industrial relations climate must be improved if British Columbia is to attract the investment capital necessary to sustain its economic health and jobs for its citizens. This is not simply conjecture - it is supported by objective research and by the first-hand experiences of business and financial leaders at home and abroad. With the increasing level of competition for investment capital on the part of both the developed and developing nations, recent experiences have shown us that British Columbia must improve its attractiveness to investors to maintain its share of world markets and retain its economic stability.

From my recent meetings and discussions with persons both from within and outside of the labour relations community, I am satisfied that the need to improve is widely, if not universally, appreciated. There is less agreement, however, on the best method of bringing about this improvement.

Legislative Change - There is a significant body of opinion which believes that the primary vehicle for introducing stability to the industrial relations climate is through increased regulation and legislative change. Proponents point to the recent work stoppage in the forestry sector and to the narrowly-averted prospect of wide-spread job action in the health care industry as instances where tighter legislative controls may have prevented these actual and threatened disruptions. Certainly the consequences of these disputes were far-ranging and severe, and no effort should be spared in attempting to identify mechanisms which could prevent other disputes from reaching these proportions.

Others have pointed to the fact that the economic context of collective bargaining, reflecting as it does both national and international trends and influences, has changed drastically since the Labour Code was introduced in 1973, and even since the latest Code amendments in 1984. They contend that a re-balancing of the Code is needed to allow them to remain competitive in world markets. I have considered, and rejected some of the more radical proposals submitted to me; for example, the elimination of "closed shop" provisions, enshrining the "Paccar" principle in legislation, and others. However, I do accept the proposition that some re-balancing of the rules is a necessary pre-condition to the ability of our industry to remain economically viable and to protect the jobs of its employees.

I am not convinced, however, that regulating legislation is a complete solution. In other jurisdictions, severe legislative restrictions have been placed on the rights of unions to engage in job action. For example, in Australia strikes have been abolished and replaced by compulsory arbitration. This prohibition, however, has not eliminated strikes - it has simply made them illegal, and consequently Australia's industrial relations climate is probably more negatively perceived abroad than our own.

Where legislation supports the activities of the parties in the collective bargaining and dispute resolution processes rather than simply regulating their activities, I believe the prospects for improved relations are increased. The wide-spread support for such concepts as preventive mediation is a clear indication that people believe government can, whether through legislation or otherwise, be of increased assistance in helping the parties to help themselves.

Attitudinal Change - There is another body of opinion that I encountered which holds that changes in attitudes, not laws, is the key to turning around our negative industrial relations climate. Attitudes, in this view, cannot be legislated; rather, they are developed through a process by which the parties gain a fuller appreciation of the factors at work in the larger economic and social environment and of their roles in providing support to the overall economic structure, while at the same time effectively representing the interests of their constituents. This process is seen to require leadership and commitment from the ranks of employers, trade unions and government, and also to require a vehicle through which this leadership and commitment could be brought into play. Proponents of this view further point out that while these attitudes cannot be created by legislation, they can be destroyed by legislation which does not allow the parties to reasonably advance their own interests, or which subjects one party to unfair or unequal treatment compared with the other.

The "Middle Ground" - Whilst, as indicated above, there is a certain degree of polarization along legislative versus attitudinal lines, I found even stronger support for the notion that both legislative and attitudinal changes are required to accomplish the necessary improvements in our industrial relations climate. This basic position was in fact supported, each in its own unique fashion, by such organizations as the British Columbia Business Council, the British Columbia Chamber of Commerce, the Canadian Federation of Independent Business, the B.C. Division of the Canadian Manufacturers' Association, and certainly not least, the B.C. Federation of Labour.

For these parties, and for many others, there was a recognition that in industrial relations there are no panaceas or simple solutions. For example, removing the right to strike does not eliminate strikes. Problems do exist with the "rules" contained in our current legislation, as could be expected in any arena which is in a state of constant evolution and change. In

addition, the institutions and dispute resolution mechanisms created by statute are seen to require adjustments, which again is the natural result of changing economic conditions and evolving relations between the parties. For example, I found widespread support for upgrading our mediation services, and there were other views which supported the sharpening of the Labour Relations Board's focus on adjudication. There was also strong support for the need for our institutions to reflect the legitimate interests of third parties and society at large.

I am fully satisfied by the representations which I have heard, however, that no amount of legislative change will be sufficient in and of itself to turn around our own negative industrial relations climate, or perhaps more precisely, the negative opinion held by others of our industrial relations climate. Any law, without the support or at least the aquiesence of the majority of those whom it purports to affect, will inevitably be opposed, and this opposition will guarantee, in this case, the failure of the larger objective. The Australian experience is relevant here.

My discussions and observations since my appointment as Minister have led me to believe that there has been a substantial moderation in the attitudes and positions of leaders of both management and labour. I also believe this moderation exists in the people of British Columbia and is reflected in the mandate given to this government to follow a course of consultation and conciliation. However, there are very few structured opportunities or mechanisms existing today which would allow this moderating trend to be nurtured and given opportunities to extend into collective bargaining relationships as it must if the climate is to improve. As a consequence, I was most pleased and heartened by the joint initiative, which I will describe more fully in chapter 3, to institute a forum which would serve as a focal point for the co-operative efforts of labour and management, and potentially for government as well, in addressing their problems and developing strategies for attracting increased investment to British Columbia. The potential value of this forum can hardly be over-estimated.

In summary, Mr. Premier, I am convinced that a balanced package of initiatives which contains legislative changes to our rules and institutions, and which also contains support mechanisms for attitudinal change, is essential to turn around the negative light in which our industrial relations is viewed. The package which I am recommending to you is intended to send a strong signal to everyone - business, labour, investors and the public at large - that we are putting our house in order, redressing the imbalances which have hindered the ability of our industry to remain competitive, and encouraging consensus-building within the industrial relations community. It will then be up to all parties to build on that framework and to demonstrate their collective commitment to the long term well-being of our Province and its citizens.

CHAPTER 3

INDUSTRIAL POLICY INSTITUTE

On January 25, 1987 when I was in the midst of my public hearing process, I met separately with representative delegations from the B.C. Business Council, the B.C. Federation of Labour and the Vancouver Board of Trade.

All three of these significant groups, as did the B.C. Chamber of Commerce, submitted strong arguments to me in favour of Government support for the establishment of some kind of labour-management forum which would seek to combat the negative image which attaches to our Province in the eyes of foreigners and Canadians alike.

During the ensuing four weeks my deputy minister maintained contact with the three organizations and with Joseph Weiler who is the Federal Government's Industrial Inquiry Commissioner charged with finding a solution to the container destuffing issue on the Vancouver docks, and who has been instrumental as a catalyst in bringing the three organizations and others together to discuss their common interest in contributing to the economic development of our province.

On February 9, 1987, my deputy minister and I met with Mr. Weiler and a small group of senior executives from the three organizations at which time we discussed at considerable length the prospects for the establishment of a labour-management forum in B.C. and the possible role which the B.C. Government could play in its affairs.

There was indicated to me a consensus that the time was ripe for the establishment of an institute whose basic purpose would be to pursue an improved investment climate in British Columbia by promoting productivity and by encouraging enlightened management and work practices while respecting the long-term welfare of both the enterprise and its employees. The specific objectives which the group visualized were:

1. To marshal the resources of the community in the pursuit of broadening the consensus about how to make the province more competitive in world markets;

2. To ensure that productivity gains are equitably shared by labour, capital and consumers;

3. To communicate British Columbia's achievements and potential to the world;

4. To create the potential for new job creation through increased investment in world-class competitive industries; and

5. To become an information centre on comparable developments in productivity in other jurisdictions, particularly in the Asia Pacific Region.

A consensus also emerged to the effect that there was a crucial role for the B.C. Government to play in offering full and public support for an institute and in supplying financial backing for it.

By February 19, 1987, the senior executives of the three organizations with assistance from Mr. Weiler had obtained a financial commitment in principle from the Canadian Labour Market and Productivity Centre (CLMPC) and had decided, subject to ratification by their respective boards of directors or governors, to constitute themselves as the Pacific Institute of Industrial Policy and to affiliate themselves as a Regional Committee of the CLMPC. They intend to establish a board of directors with equal numbers from labour and management, but appear interested in securing B.C. Government participation in the affairs of the Institute.

At the time of writing this report the Board of Governors of the Business Council, as you know, has ratified the decision, and the other two boards of directors are scheduled to do so by the end of the first week of March, 1987. Their decisions are likely to create a very positive public reaction.

I myself view this private sector initiative in a very positive light, and believe that such a bi-partite labour-management group could contribute significantly to an improvement in our labour relations climate.

CHAPTER 4

MAJOR ISSUES

A very large number and a broad range of issues arose out of the more than 700 briefs that were submitted to the inquiry either by individuals or by organizations representing employers, trade unions or the general public interest. The majority of these submissions were both well-written and thought-provoking and led consideration of the issues into a wide range of areas, reflecting the diversity of impact that such an important field as labour relations has on our province. Opinions were strongly held and some significant differences of opinions surfaced - differences which again reflect the keen interest of both the general public and of the major parties in this important policy area.

Given the numbers of specific issues raised, the major task was to evaluate the points raised, sift through all the available information, and determine where change might be needed. The question of whether a specific problem was amenable to legislative initiatives or could be addressed through other means also had to be considered.

As mentioned previously, the issues raised varied considerably and ranged from those emanating from the unique but economically-troubled construction industry to those relating to employment standards; from concerns over union democracy and individual freedoms to public sector collective bargaining and wage restraint.

In distilling these issues and arriving at the recommendations which will be brought forward in Chapter 5, it was necessary to pass over some areas entirely. In some cases, it was determined reluctantly that government was not in a position to solve the particular problem raised, while in others it was felt that change might simply result in disrupting relationships without improving, and possibly even jeopardizing the longer term improvement in the investment climate which we must establish.

The following provides a brief summary of the major issues raised through the legislative review process.

A. The Overall Labour Relations Climate

The Confrontational Climate - If there was one major area where some general level of consensus was achieved it was that major efforts are needed on all fronts and by all parties to reduce levels of confrontation in our labour relations. Confrontation and its results - the stifling of investment opportunities - was an area where most individuals and organizations felt positive steps could be taken, primarily outside of the area of legislative amendment. Although improvements through legislation may be difficult to achieve in this area, this report makes one legislative recommendation which builds on the steps

already being undertaken by some of the major parties. However, a failure of voluntary efforts may necessitate further legislative action at a later date.

Improving Communications - The need for improving communication channels also came across as a major issue in this review of labour legislation. Many employers expressed the view that they desire and need greater opportunities to communicate with their individual employees in order to survive and prosper, but that in seeking improvements in this area their intention was not to obstruct the exclusive bargaining rights of the union. Communication is not a process which can be easily mandated by legislation. It is necessary to ensure, however, that the legislation does not unduly restrict communication and a recommendation is proposed to that effect.

The Small Employer - The concerns and the difficulties of the small employer were expressed in numerous ways. Simply put, many of these employers do not have the resources to maintain full-time labour relations staff and they therefore lack the basic sophistication in this area which is apparent in the larger employers. Their vulnerability, as they see it, stems in part from a lack of specific knowledge about the law and its interpretation. This is an area where government and agencies such as the Labour Relations Board could usefully assume an expanded role. Small business employers are specifically concerned and affected by the common employer designation and by the issue of successorship, and recognition of these concerns is given in the recommendations.

Profit Sharing - It would be remiss not to mention, at least briefly, the issues of profit sharing and employee stock option plans. Although raised more as a solutions than as problems, a number of individuals did bring these options forward, suggesting that encouragement of profit sharing and equity participation would work towards increasing the stake of the individual in the firm and in the long term would reduce confrontation and improve communications. No specific recommendations are made on these issues at this time, but they are proposals which merit more thorough examination.

B. Union Democracy/The Acquisition and Termination of Bargaining Rights/Successorship

Voting Procedures - Concerns were raised on numerous occasions about the practices of conducting and administering votes. Both employers and individual union members raised concerns about the timing of some strike votes and about the practices which occurred in some other votes not presently regulated by labour law. As a result, several recommendations are proposed in this area to ensure employees and members of employer bargaining associations have every opportunity to express their wishes in secret ballot votes.

Union Membership - A number of individuals raised concerns about the parties to collective bargaining negotiating union security provisions which had the effect of limiting the access of non-union members to some positions, or which required individuals to join a union as a condition of continuing employment with an employer. At the same time the importance was pointed out of some forms of union security clauses for the balancing of collective bargaining strengths. Accordingly, several recommendations are included which are intended to strengthen the rights of individuals within unions without weakening union security.

Union Dues - The issue of the collection and usage of the dues collected by unions from the members of their bargaining units was also raised by some individuals as a matter of concern. The recommendations in this regard are intended to protect the rights of individual employees who are represented by a union so as to ensure that the obligations of union membership do not overwhelm individual rights.

Certification/Decertification Practices - A number of individuals and major groups raised concerns respecting current practices whereby employees can acquire certification or shed their certification. Some of these concerns were directed at the voting requirements and the potentially damaging impacts of delays between the time an application for certification or decertification is made and the time that a vote is actually conducted. Also raised was a concern about the continued certification of an inactive employer. To remedy these problems a number of changes are recommended, including a major change to the process of conducting certification and decertification representation votes to ensure they are conducted expeditiously.

Accreditation - Not all the concerns raised in the area of acquiring or shedding bargaining rights centre on the individual and the union. The area of accreditation or multi-employer bargaining and the relationship between an individual firm and an employer association was also raised. The key issue raised in this area, and one on which recommendations are made, concerns the difficulty which some employers now experience in withdrawing from the accredited bargaining association should they individually decide they no longer continue to share a community of interest with the remainder of the members of the association.

Successorship - The issue of successorship (the potential continuation of the union certification and collective agreement upon the sale or disposal of the major assets of a firm) was raised as an issue by some employers. The major concern centered on the negative influence that a successorship application might have on the sale of assets of firms which have gone into receivership or bankruptcy. As a result of these concerns, several recommendations are being brought forward on this issue.

C. The Collective Bargaining Process

In the broad area of the collective bargaining process a number of major concerns and issues were raised in the course of the review process.

Good Faith Bargaining - One issue that was raised on numerous occasions was a concern that in some instances, and the forest industry dispute was often raised as an example, a strike or lockout vote occurs and a work stoppage takes place prior to the parties appearing to have made serious and bona fide efforts to conclude a collective agreement. Although recognizing that appearances may differ from the reality of the bargaining process, the possibility of slipping into a major confrontation without serious attempts having been made to resolve the dispute is perhaps too easy under the law as it is currently worded. Related to this concern is the entire question of the available dispute resolution tools and the role of government in the process of collective bargaining, an area to which considerable thought has been given and about which a series of major recommendations are made. In addition, an amendment is proposed which should assist the parties to address the problem of getting down to good faith collective bargaining.

Votes on the Last Position - Closely related to the concerns about a lack of serious bargaining and strike/lockout votes occurring too early in the bargaining process was the strongly-registered suggestion that strike votes often occur in an atmosphere where the individual members have insufficient information on the employer's position at that time (or vice versa in the case of a lock-out vote). Although every bargaining

situation has its unique features, some mechanism might be usefully employed to address this concern which could serve to improve communications and could result in earlier settlements in some cases.

Employer Unilaterally Altering the Collective Agreement (Paccar) - A number of major employers (especially in the forest industry) have requested that the Labour Code be amended to enshrine the so-called "Paccar principle" into the legislation. In brief, doing so would allow an employer to unilaterally alter the terms and conditions of the collective agreement at the expiry of that agreement, and would basically permit the employer to bargain individually with his employees rather than through their exclusive bargaining agent - the union. Although it is understandable that some employers may feel that they need additional bargaining weapons under present economic conditions, to alter the legislation in this way would not be conducive to improving the labour relations climate. Accordingly, no recommendations have been proposed in this area.

Technological Change Provisions - The introduction of technological change into the workplace provides a potential area of contention between management and labour, and was raised as a long-term issue of considerable concern. After an examination of the concerns raised and an evaluation of the present language of the Labour Code on technological change, some changes to these sections are recommended.

Picketing - Employers and unions have raised conflicting views respecting the regulation of picketing under the Labour Code and about the interpretation and results of the major amendments which occurred in this area in 1984. Some employers feel that the amendments have been incorrectly interpreted, as they were meant to restrict the scope of allowable picketing beyond what has resulted from Board decisions. Unions feel that the 1984 changes substantially undermined their ability to exert economic pressure on the employer's operation and, as a result, work stoppages are prolonged.

After giving this area careful examination, it is concluded that the wording of the 1984 amendments failed to reflect the legislative intent. Picketing must be restricted to limit the economic impact on the province and to protect the legitimate rights of third parties. Accordingly, several changes are recommended to the picketing provisions to restrict picketing to the principal site of the struck employer and to clearly restrict picketing and the effects of picketing on others.

Work Stoppages During the Life of Collective Agreements - Questions and concerns surrounding illegal work stoppages were raised by a number of employers in the course of the hearings and through written submissions. It is recommended that the parties provided with a mechanism for dealing with illegal stoppages through their collective agreements. In addition, employers and unions should have access to the courts to pursue damages resulting from illegal work stoppages without requiring the Board's consent.

The Arbitration Process - One of the reasons suggested for illegal picketing taking place is the frustration on the part of employees over the length of time taken to resolve disputes through the grievance arbitration process. In fact, concern over this issue was raised from all sides and centered on time delays, and the high costs of the arbitration process. No major recommendations are included on this subject, but government must continue to work with the parties in order to identify and effect improvements in this area.

The Labour Relations Board - The operation of the Labour Relations Board has surfaced as being a significant area of frustration to many in the labour relations community. Examples of inconsistent decision-making and time delays in arriving at decisions were raised throughout the review. Although the dedication of those presently working at the Board is without question, it is recommended that some major changes and policy shifts affecting this agency be adopted.

The proposal to appoint an independent appeal body was also made on several occasions. This suggestion was rejected on the grounds that it would do little to improve the capacity of the Board to resolve disputes expeditiously and, in fact, would very likely mean more delays and higher costs for all parties involved.

Mediation Services - The Mediation Services Branch of the Ministry of Labour and Consumer Services also came under some criticism from those most directly involved in this province's labour relations. Although individual mediators and the Branch itself are generally respected, it was pointed out that a problem exists because of the split jurisdiction between the Mediation Services Branch, the mediation activity of the Compensation Stabilization Program and on occasion, the activities of the Labour Relations Board. Some of the major parties, including the Business Council and the B.C. Federation of Labour have suggested this service be placed with the Labour Relations Board, and there appears to be merit in this approach. There are also some valid concerns respecting the salary levels of mediators. Some substantive recommendations are made in this area.

D. The Construction Industry

If the general investment and labour relations climate can be viewed as the area where some degree of consensus was achieved, the construction industry must be viewed as the area where the greatest differences were apparent. To some degree this simply reflects the diverse nature of this complex industry and the troubled economic conditions it is presently facing. The range of problems raised and the diverse nature of recommended solutions from those active in the industry preclude proposing quick or simple solutions for this sector.

The plight of the smaller unionized contractor and his great difficulty in competing with his non-unionized competitors stood out as a problem. In addition, the very real problem of bankruptcies and difficulties in disposing of assets was raised, as were the problems of under-utilization of skilled tradesmen and the potential for their exploitation with respect to wages in today's very competitive labour market. Concern for the longer-term viability of the apprenticeship program in this industry was also raised. Several of the proposals which were submitted would have very serious negative impacts on the building trade unions, and should not be given effect without a careful study of their overall ramifications. This report recommends a vehicle for an in-depth analysis of this complex industry; one which can offer a comprehensive solution, particularly if actively supported by the various interest groups within the industry.

E. Public Sector Bargaining

Similar to the construction industry, the public sector has been recognized as having a variety of unique and special considerations which distinguish its labour relations from other areas. In the legislative review process, public sector collective bargaining also came in for criticisms, some of which the recommendations outlined below are an attempt to rectify.

Teacher Bargaining - The treatment of teacher bargaining - restrictions on the scope of bargainable issues and lack of the right-to-strike or to lockout - was often cited as a concern of parties who submitted briefs at the hearings. As the Ministry of Labour and Consumer Services' limited jurisdiction in this area is recognized, the need for change was discussed with the Ministry of Education. It is recommended that there be an extension of collective bargaining rights in this area.

Compensation Stabilization Program - This long-standing program was often held up as having outlived its usefulness. As a result, many union representatives and some employers as well have suggested the Compensation

Stabilization Program be re-evaluated and possibly phased cut. Others have warned that elimination of the program would predictably lead to unacceptably high settlements, whether as a result of direct negotiations or from the awards of arbitrators who don't view their mandate as extending to consideration of the public interest. After considering the submissions of the labour relations community and in particular their views concerning the deleterious impact of this program on the long-term relationships between public sector employers and their unions, a major recommendation is proposed in this regard.

Essential Services Disputes - The entire question of the right-to-strike in the public sector, and specifically in those areas having serious potential impacts on essential services, was raised by a number of individuals and organizations. Although there did not appear to be a general consensus on how to handle labour disputes in this area, there was some apparent agreement respecting their negative impacts.

As a result of the concerns raised, a careful analysis of public sector collective bargaining was undertaken, and it was concluded that it is necessary to make some major recommendations respecting dispute resolution in cases where the public interest is threatened.

F. Other Issues

Employment Standards - Outside of the Labour Code and public sector labour relations legislation, the issue most often raised by individuals and groups was concern over employment standards. In this broad area the two most frequently raised issues involved the question of the appropriate level for the minimum wage, and whether employment standards should be treated as the basic minimum where a collective agreement is in force, or whether the parties should be free to negotiate standards that might conflict with the employment standards minimums. In addition, many smaller employers have raised concerns about the paper burden resulting from regulation in this area and have proposed the production and distribution by government of informative brochures to provide simplified explanations of the present legislation. After examining these issues it is concluded that legislative change is not required at this time. The minimum wage was recently increased by government and will be the subject of further study this year by the Ministry of Labour and Consumer Services. The basic concern over contracting out of minimum standards seems to revolve around how this change was introduced in 1983 rather than how it has been implemented by the parties. With respect to those concerns raised by smaller employers, steps will be taken administratively to address their difficulties.

The Labour Ombudsman - The as yet unproclaimed Part 8 of the Labour Code, dealing with the Labour Ombudsman, was raised both in the submissions and in the internal review taken by the Ministry. After an analysis of its potential functioning and of the possible overlap with the duties and responsibilities prescribed under the Ombudsman Act (which was enacted subsequent to the legislation creating the Labour Ombudsman), it was concluded that the functions of a Labour Ombudsman could provide a useful adjunct for encouraging democratic practices in the workplace and in collective bargaining. As a result recommendations are made for updating the legislation in order to pave the way for the utilization of this office.

CHAPTER 5

RECOMMENDATIONS

Judging from the wealth of advice which has been offered by so many British Columbians over the past several months, it is apparent that the world of industrial relations is a complex one where problems do not lend themselves easily to "quick fix" solutions. Thus, it has been necessary to approach a number of aspects simultaneously from both the legislative and the non-legislative perspectives in an attempt to produce a package of changes which will improve the industrial relations climate in a way which is both fair and reasonable to all concerned, and which will send the appropriate signals to potential investors.

The recommendations are divided into three sections dealing with changes to the Labour Code, changes to other legislation, and non-legislative changes. Preliminary drafting work on a number of the proposed Labour Code amendments has already commenced; however, great care will have to be taken to ensure that the intent of a proposed recommendation is attained without creating further opportunities for prolonged litigation.

For ease of reference the Labour Code recommendations are grouped under the same headings as were used in Chapter 4.

PROPOSED CHANGES TO OTHER LEGISLATION

Recommendation No. 1 — **Compensation Stabilization Act**

Repeal the Compensation Stabilization Act as soon as possible, but with provision for a phasing out of the program that will be both equitable and consistent with the need for stability.

Recommendation No. 2 — **Teacher Bargaining**

Amend the School Act to allow all teachers, except principals and vice-principals, to be brought under the provisions of the Labour Code.

Recommendation No. 3 — **Public Service Restraint Act**

Repeal the Public Service Restraint Act.

Recommendation No. 4 — **Essential Service Disputes Act**

Repeal the Essential Service Disputes Act.

PROPOSED CHANGES TO THE LABOUR CODE

A. THE OVERALL LABOUR RELATIONS CLIMATE

Recommendation No. 5 — **Interest Dispute Resolution**

Establish a separate agency to administer the collective bargaining process and to assist in interest dispute resolution, and in particular to monitor collective bargaining, to gather and disseminate information relevant to the collective bargaining process, to administer mediation services, and to employ various forms of intervention in the collective bargaining process such as fact-finding, designation of essential facilities, cooling off periods, inquiry boards and special mediation.

Recommendation No. 6 — **Interest Dispute Resolution**

Provide a framework for the final resolution of public interest disputes which would permit either Cabinet or the Legislature, depending upon the circumstances, to order an end to a dispute, and which would require the proposed new disputes resolution agency to decide upon the most appropriate means for bringing about settlement.

Recommendation No. 7 — **Labour Code Administration**

Establish a body to administer and coordinate the activities of the existing Labour Relations Board and the proposed new disputes resolution agency.

Recommendation No. 8 — **Labour Code Administration**

Require the Labour Relations Board to adjudicate expeditiously and without regard to the conduct of the applicant all Part 5 applications made to it.

Recommendation No. 9 — **Rights of Employer and Employee**

The Code should emphasize that every person has a freedom to express his views provided that he does not use intimidation, coercion or threats.

B. UNION DEMOCRACY/THE ACQUISITION AND TERMINATION OF BARGAINING RIGHTS/SUCCESSORSHIP

Recommendation No. 10 — **Conditions of Union Membership**

An employee should be protected from dismissal from his employment when expelled from union membership unless he was expelled because of a refusal to pay regular dues and assessments.

Recommendation No. 11 — **Duty of Fair Representation**

Union hiring halls should be required to operate on a fair and equitable basis.

Recommendation No. 12 — **Provision for Union Membership**

All collective agreements which recognize a closed shop should contain a mandatory provision that the employer is allowed to hire a reasonable number of apprentices who are not already members of the union. These apprentices will have to be identured and registered with the Ministry of Advanced Education and Job Training.

Recommendation No. 13 — **Assignment of Union Dues**

Union dues should only be used for the purposes of conducting union business and collective bargaining unless a member has given written consent to other uses.

Recommendation No. 14 — **Religious Conscience**

When an employee has been exempted, because of religious conscience, from any requirement to belong to a union, the equivalent of the union dues should be remitted to a charity which has been agreed to by both the employee and the union.

Recommendation No. 15 — **Trusteeship and Local Unions**

When a local union is placed under trusteeship, the trustee should file a statement of the terms of the trusteeship with the Board. The maximum duration for a trusteeship should be 12 months with the possibility of an extension with the approval of the Board.

Recommendation No. 16 — **Common Employer**

A stronger test is required for determining whether different companies should be treated as one employer for labour relations purposes.

Where a determination is made that different companies should be treated as one employer, that determination should only be applied retroactively where there has been a deliberate attempt to avoid collective bargaining obligations.

Recommendation No. 17 — **Representation Votes**

Other than in exceptional circumstances, all certification and decertification votes should be completed within 7 days of the date of application, without requiring prior determination of the appropriate bargaining unit.

Recommendation No. 18 **Cancellation of Certification**

Where it is established that a business has been inactive for at least 2 years, an application for decertification should be granted without further delay.

Recommendation No. 19 **Cancellation of Certification**

Decertification should also be granted if it is established that the union has abandoned the bargaining unit.

Recommendation No. 20 **Successor Rights and Obligations**

The successorship provisions of the Code should ensure that:

(a) the skills and abilities of individuals are not necessarily considered to be part of the definition of a business;

(b) performing similar functions at a location previously occupied by another business does not, of itself, constitute successorship;

(c) successorship is limited to the disposal of an entire business or a substantial part of it;

(d) successorship should not apply to bankruptcy situations unless there has been a deliberate attempt to avoid collective bargaining obligations.

Recommendation No. 21 **Accreditation**

An employer should be permitted to withdraw from an accredited organization provided that this only occurs well in advance of the commencement of bargaining for a new collective agreement.

C. THE COLLECTIVE BARGAINING PROCESS

Recommendation No. 22 **Purposes and Objectives of Code**

The purposes and objectives of the Code should highlight the need for resolving disputes expeditiously, for minimizing the harmful effects of disputes on innocent third parties, for providing assistance to the parties to collective bargaining, and for publishing statistical materials respecting collective bargaining.

Recommendation No. 23 **Voting**

When ratification votes are taken, they should be by secret ballot and all persons in the bargaining unit should be entitled to vote.

Recommendation No. 24 **Voting**

In situations of coordinated bargaining involving a number of bargaining units, the results of any vote should not be made public until all the units have voted.

Recommendation No. 25 **Voting**

After a strike or a lockout has commenced there should be an opportunity for the employees or for the members of an employers' organization to vote on the other party's last offer.

Recommendation No. 26 **Term of Agreements**

If a collective agreement does not contain an expiry date it should be deemed to expire one year from the date when it came into operation.

Recommendation No. 27 **Information to be Filed**

In order to assist with the collection of statistical material, a provision should be included to require certain employers to submit particulars of compensation matters included in collective agreements.

Recommendation No. 28 **Technological Change**

An employer should be required to give a union a reasonable period of notice of an intended technological change. This notice should state the nature of this change, the effective date and the number of employees who will be affected. In addition, the definition should clarify that it is only concerned with the introduction of new equipment or material.

Recommendation No. 29 **Strikes and Lockouts**

The Code should clearly specify that every collective agreement must include a ban on strikes and lockouts during its term. The only work stoppages that should be countenanced during the life of an agreement are those that may be required for the safety or health of the employees or, in the case of the construction industry only, where the non-affiliation clause is invoked.

Recommendation No. 30 **Strikes and Lockouts**

It should be stipulated that no strike or lockout vote may be taken until meaningful bargaining has taken place.

Recommendation No. 31 **Picketing**

The picketing provisions should be amended as follows:

(a) an employer should not be presumed to be an ally unless he performs struck work for the benefit of the struck employer;

(b) picketing should be limited to a site where union members perform work which is an integral or substantial part of the employer's operation under the control and direction of the employer and which is the site of a lawful work stoppage;

(c) picketing of an ally should be limited to the place where an ally performs work for the benefit of the struck employer;

(d) common site picketing should be restricted to the operation of a struck employer or an ally;

(e) distinct and separate divisions of a corporation should be treated as separate employers for picketing purposes.

Recommendation No. 32 **Secondary Boycotts**

Secondary boycotts should not be permitted.

Recommendation No. 33 **Interim Orders**

The Board should be authorized to make interim orders, provided that they are not made ex parte.

Recommendation No. 34 **Jurisdiction of Court**

In the case of an illegal work stoppage, the aggrieved party should have an automatic right to sue for damages.

Recommendation No. 35 **Failure to Appoint Arbitrators**

In the event that a party fails to appoint its nominee to an arbitration panel, the Minister should have the discretion to appoint a single arbitrator.

Recommendation No. 36 **Filing Order in Supreme Court**

The Labour Relations Board should be required to file a copy of its decision or order in the Supreme Court registry if requested.

D. OTHER ISSUES

Recommendation No. 37 — **Canada Labour Code**

People whose industrial relations are governed by the Canada Labour Code should be specifically excluded from the British Columbia Code.

Recommendation No. 38 — **Rights of Employer and Employee**

Anyone who testifies in a proceeding or who makes an application or files a complaint under the Code should be protected from dismissal and other forms of discrimination.

Recommendation No. 39 — **Finality of Decisions and Orders**

The Board's exclusive jurisdiction should be clarified.

Recommendation No. 40 — **Labour Ombudsman**

Part 8 of the Labour Code which deals with the Labour Ombudsman and which has never been proclaimed, should be redrafted to reflect the existence of the provincial Ombudsman, and a Labour Ombudsman should be appointed.

Recommendation No. 41 — **Financial Statements of Funds**

Administrators of vacation pay funds, welfare benefit funds or pension funds which operate for the benefit of union members should be required to file audited financial statements annually.

Recommendation No. 42 — **Service of Notices and Documents**

Requirements governing the service of notices and documents should be introduced.

NON-LEGISLATIVE CHANGES

Recommendation No. 43 — **Construction Industry Inquiry**

The often unique problems of the construction industry should not be addressed by legislation at this time but should be referred as soon as possible to an industrial inquiry commission which should be required within a reasonably short time frame, and after full consultation with all affected parties, to make a report with recommendations as to how the problems of the industry might best be resolved by legislative or other means, having always in mind the overall public interest.

Recommendation No. 44

Compensation for Mediators

The compensation level for mediation officers should be set at a level which will attract and retain persons of the highest possible calibre.

Recommendation No. 45

Compensation for Board Members

The compensation levels for the Chairman and Vice-Chairmen of the Labour Relations Board and the proposed new disputes resolution agency should be set at a level which will attract and retain persons of the highest calibre.

This concludes the recommendations and the text of this report.

RELEAS

APPENDIX A

Province of
British Columbia

NEWS RELEASE

Ministry of Labour and Consumer Services
FOR IMMEDIATE RELEASE

December 12, 1986

Hanson Announces Labour Legislation Review

VICTORIA--Labour Minister Lyall Hanson today called for submissions to amend B.C. labour legislation and improve the provincial labour relations climate.

"The government has decided the province's labour legislation requires change and I am asking all interested parties to participate in the process," Hanson said. "There must be creative ways--legislative or otherwise--to change confrontational attitudes and improve current collective bargaining practices in British Columbia."

The Minister will tour the province during January to hear discussion of key issues arising from the public submissions.

"On February 28, 1987, I will be making recommedations to the Premier for legislative change, based on this review process. I hope British Columbians will take the time to reflect seriously on the problems we currently face, because their submissions will be of major importance," Hanson added.

In making the announcement, the minister said the labour legislation review is part of a broader commitment Cabinet has made to improve labour relations in B.C.

Briefs and submissions should be received at the following address by January 16, 1987:

The Honourable Lyall Hanson
Minister of Labour and Consumer Services
Parliament Buildings
Victoria, B.C. V8V 1X4

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Contact: Rick Stevens, Director
Communications Services
Ministry of Labour and Consumer Services
387-3194

Actual size - 470 lines

BETTER LABOUR RELATIONS

How You Can Help

In early 1987 the Provincial Government will introduce new labour legislation designed to improve the labour relations climate in British Columbia.

But first we want to hear your views: this is your chance to get involved.

We're looking for clear, thoughtful submissions on ways to improve the labour relations climate including proposals for changes to labour legislation.

We also want to know what you think government should be doing — and what labour and management should be doing — to bring lasting labour peace to British Columbia. We welcome your creative solutions.

Labour Minister Lyall Hanson will chair a series of meetings across the province in early 1987. During the meetings, the Minister will hear discussion of the key issues arising from the public submissions.

Please send your submission by January 16, 1987, to:

The Honourable Lyall Hanson
Minister of Labour
and Consumer Services
Parliament Buildings
Victoria, B.C V8V 1X4

Ministry of Labour
and Consumer Services

Ministry of Labour and Consumer Services
FOR IMMEDIATE RELEASE

January 7, 1987

Minister Announces Labour Legislation Review Tour Itinerary

VICTORIA: Labour Minister Lyall Hanson today announced an intensive schedule of meetings across the province to hear the public's ideas on ways to improve labour relations in British Columbia.

"This is the public's chance to get involved in the legislative and policy-making process," Hanson said.

"I am inviting British Columbians to help us bring labour peace to this province. We welcome all creative solutions."

Hanson said he and Parliamentary Secretary John Jansen, MLA for Chilliwack, and Howard Dirks, MLA for Nelson-Creston, will hear oral presentations in the meetings, following an earlier call for written submissions by January 16.

"People and organizations who are submitting written proposals on or before the January 16 deadline are invited to attend the meetings to highlight their proposals," the minister said. "At the same time, I would be happy to hear from other citizens and organizations who have not had a chance to put their ideas in writing. Due to time constraints, oral presentations will be limited to 15 minutes."

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Hanson said that anyone wanting to make a presentation should contact the nearest Employment Standards Branch office, listed in the blue pages of the phone book under "Ministry of Labour," or phone 387-3300 in Victoria.

Cities, dates and locations of the minister's tour are:

*Nelson - January 19 (Selkirk College Campus; 2pm and 7pm PST) Local phone contact 354-6550.

*Courtenay - January 22 (Washington Inn; 2pm and 7pm) Local phone contact 334-1225.

*Terrace - January 27 (Northwest College Campus; 2pm and 7pm) Local phone contact 638-3272.

*Dawson Creek - January 29 (Northern Lights College 2pm and 7pm PST) Local phone contact 784-2390.

*Prince George - January 30 (College of New Caledonia; 2pm and 7pm) Local phone contact 565-6120.

*Vernon - January 31 (Okanagan College Campus, Kalamalka Centre; 11am and 2pm) Local phone contact 861-7404 (Kelowna).

*Victoria - February 2 (Camosun College, Lansdowne Campus; 2pm and 7pm) Local phone contact 387-3300.

*Vancouver - February 3 and 5 (Delta Airport Inn, Richmond; 9:30am and 7pm on Tues, 9:30am on Thurs) Local phone contact 299-7211.

*Abbotsford - February 7 (Fraser Valley College; 10am and 2pm) Local phone contact 299-7211 (Vancouver).

The minister said he will deliver his recommendations for improved labour relations to the Premier at the end of February.

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Contact: Rick Stevens 387-3194

NEWS CONFERENCE SPEAKING NOTES

for

The Honourable Lyall Hanson

Minister of Labour and Consumer Services

December 12, 1986

Ladies and gentlemen, I have asked you here today to announce upcoming changes to labour legislation in this province.

But first, let me say that I believe that collective bargaining works. I recognize very positive signs of a growing sense of maturity in this area...for example, the pulp and paper settlement earlier this year.

In fact, the vast majority of collective agreements are settled in B.C. without work stoppage. Unfortunately, the exceptions we have experienced recently have been of alarming proportions. These exceptions have been disastrous to the B.C. economy and their shock waves have been felt around the world.

Clearly, when the collective bargaining process breaks down, the cost is just too high. The FIR-IWA dispute is the most recent example. Others in 1986 include the Westar-Balmer Coal strike and the construction industry disruption.

Disputes of this magnitude jeopardize our international reputation, discourage investment in this province, and thereby stifle our economic growth.

The short answer is that we must change the attitudes of the players and look at the rules they play by.

Government has already begun a process of changing attitudes. We have made substantial progress in implementing a program of Preventive Mediation which will assist parties between sets of negotiations rather than only at the bargaining table. We have completed consultations with labour and management, we are training the necessary staff, and we are planning to bring the program to full operation in 1987.

But, there must be other creative ways -- legislative or otherwise -- to change confrontational attitudes and improve

current collective bargaining practices in British Columbia.

We've got some ideas; but we don't claim a monopoly on good ideas. So today I am calling for clear, thoughtful submissions from any and all interested parties on what can be done. During January I will tour the province to hear discussion of the key issues arising from the public submissions.

Then on February 28, 1987, I will be making recommedations to the Premier for legislative change, based on this review process. I hope British Columbians will take the time to reflect seriously on the problems we currently face, because their submissions will be of major importance.

Finally, I welcome any questions you might have.

* * * * * *

APPENDIX B

Place ads in all weeklies and dailies in the following communities for the Vernon meeting - January 31
Barriere, Clearwater, Sorrento, Kamloops, Princeton, Ashcroft, Osoyoos, Oliver, Penticton, Summerland, Lillooet, Armstrong, Chase, Enderby, Revelstoke, Salmon Arm, Sicamous, Lumby, Vernon, Winfield, Kelowna, Golden. NOTE: Ad must run on or before January 21.

Ad Copy for Notice of Labour Code Revision Meetings

BETTER
LABOUR RELATIONS

You Can Help on January 31

Labour Minister Lyall Hanson wants you to help Government improve the labour relations climate in British Columbia.

On January 31 the Minister will chair meetings at Okanagan College Campus in Vernon beginning at 11 a.m. and 2 p.m. PST to hear oral presentations from central British Columbia. Written submissions can be mailed to The Honourable Lyall Hanson, Minister of Labour and Consumer Services, Parliament Buildings, Victoria, B.C. V8V 1X4.

This is your chance to get involved!

We want to know what you think Government should be doing--and what labour and management should be doing--to bring lasting labour peace to British Columbia. We welcome your creative solutions.

(place following in box)
IMPORTANT: If you wish to make an oral presentation at the meeting, please call the Ministry of Labour office in Kelowna to schedule time for your presentation. Call 861-7404 now.

Scheduled meetings: Nelson - January 19; Courtenay - January 22; Terrace - January 27; Dawson Creek - January 29; Prince George - January 30; Vernon - January 31; Victoria - February 2; Vancouver - February 3 and 5; and Abbotsford - February 7. For further information call 387-3300.

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Place ads in all weeklies and dailies in the following communities for the Vancouver meeting - February 3, 5 Gibsons, Sechelt, Squamish, Whistler, Vancouver, West Vancouver, Delta, New Westminster, North Vancouver, Richmond, Port Moody, Surrey, White Rock. NOTE: Ad must run on or before January 21.

Ad Copy for Notice of Labour Code Revision Meetings

BETTER
LABOUR RELATIONS

You Can Help on February 3 and 5

Labour Minister Lyall Hanson wants you to help Government improve the labour relations climate in British Columbia.

On February 3 and 5 the Minister will chair meetings at Airport Inn in Vancouver beginning at 9:30 a.m., 1:30 p.m. and 7 p.m. PST to hear oral presentations from the Lower Mainland. Written submissions can be mailed to The Honourable Lyall Hanson, Minister of Labour and Consumer Services, Parliament Buildings, Victoria, B.C. V8V 1X4.

This is your chance to get involved!

We want to know what you think Government should be doing--and what labour and management should be doing--to bring lasting labour peace to British Columbia. We welcome your creative solutions.

(place following in box)
IMPORTANT: If you wish to make an oral presentation at the meeting, please call the Ministry of Labour office in Vancouver to schedule a time for your presentation. Call 299-7211 now.

Scheduled meetings: Nelson - January 19; Courtenay - January 22; Terrace - January 27; Dawson Creek - January 29; Prince George - January 30; Vernon - January 31; Victoria - February 2; Vancouver - February 3 and 5; and Abbotsford - February 7. For further information call 387-3300.

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Province of
British Columbia

NEWS RELEASE

Ministry of Labour and Consumer Services January 26, 1987

FOR IMMEDIATE RELEASE

Hanson's Labour Legislation Review Tour in Vernon This Weekend

Thirty-seven representatives from labour, management and the public have been scheduled to make presentations to Labour Minister Lyall Hanson in Vernon on Saturday, January 31.

Hanson, his Parliamentary Secretary John Jansen and MLA Howard Dirks will hear the presentations at Okanagan College in Vernon at 11am, 1:30pm and 7pm.

Scheduled presenters include:

11:00	Norman Stevenson, Kelowna Chamber of Commerce.
11:15	Dave Matland, BCGEU.
11:30	Malcolm Broxham, Okanagan Labour Council.
11:45	Angus Cameron, Okanagan Federated Shippers.
1:45	Al Akehurst, Okanagan Labour Relations Council.
2:30	Vince Lemke, Vernon Chamber of Commerce.
2:45	John Todman, Interior Forest Labour Relations Association.
3:15	Gerry Bleiler, Kelowna General Hospital.
4:15	Dan Bell, Western Industrial Relations.
5:15	John Harper, Kamloops and District Labour Council.
5:30	Wilf Schneider, Weyerhaeuser Canada Ltd.
7:00	Marvin Sytnyk, Operating Engineers Local 115.
7:30	Len Bawtree.
8:45	Jim Alveberg, City of Vernon.
9:00	Ian Birds, City of Penticton.
9:30	Ray Moore, Independent Contractors and Businesses Association.

The above is only a partial listing of scheduled presenters. For more information call 861-7404 (Kelowna).

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Note to Media: The Minister will be available for press questions at Okanagan College at 10:30am and 6:30.

Province of
British Columbia

NEWS RELEAS

Ministry of Labour and Consumer Services January 30, 1987

FOR IMMEDIATE RELEASE

Labour Legislation Review Tour in Vancouver February 3 and 5

Sixty representatives from labour, management and the public are scheduled to make presentations to Labour Minister Lyall Hanson at the Airport Inn Resort in Richmond on February 3 and 5, 1987.

Hanson, and his Parliamentary Secretary John Jansen and MLA Howard Dirks will hear the presentations beginning at 9:30 am, 1:30 pm and 7:00 pm on both days.

Scheduled presenters include:

February 3

9:45	Carol Jones/Brian Bastien, Burnaby School District.
10:00	Ron Tolton, Canadian Meat Council.
10:15	Charley Shane.
10:30	Brian Foley, BC Rail.
10:45	Doug Vincent, Vancouver Board of Trade.
11:00	Andy Krawczyk, North Vancouver Teachers' Association.
11:15	Anvil Verma, Professor of Industrial Relations, UBC.
11:30	Neil Roos, Christian Labour Association.
11:45	Bob Norman/Dave Milligan, Weldwood of Canada.
12:00	Jim Lippert, Operating Engineers.
1:45	Don Saunders, Forest Industrial Relations and Pulp and Paper Industrial Bureau.
2:00	Barb Parrott, Langley Teacher's Association.
2:15	Dorothy Clay.
2:30	Scott Richardson.
2:45	Art Gruntman, Candian Paperworker's Union.
3:00	Robert Tibbs, International Leadership Associates Inc.
3:15	Alex Gringmuth.
3:30	Ann Harvey, Office and Technical Employee's Union.
3:45	Ted Teitchman.
4:00	Jack Munro, IWA.
7:15	Gordon McKay, Richmond Review.
7:30	Martin Flynn.
7:45	Don Christie, Lower Mainland Equipment Owner's Association.
8:00	Bob Weich.
8:15	Tito Hoogland.
8:30	Robert Allen, Professor of Economics, UBC.
8:45	Cecil Merritt, Construction Aggregates.
9:00	Victor Redman.

February 5

9:45	Len McNeely, BCIT.
10:00	Jim Sinclair, Fishermen's Union.
10:15	Elsie Murphy, B.C. Teacher's Federation.
10:30	Mr Hanchard, B.C. Roadbuilder's Association.
10:45	Jack Gerow, Hospital Employee's Union.
11:00	John Water, College-Institute Educators Association of B.C.
11:15	David Cadman/Pat Davitt, Vancouver Municipal and Regional Employees' Union.
11:30	Bill Scott, Marine Workers and Boilermakers Industrial Union.
11:45	Bob Ritchie, B.C. Provincial Council of Carpenters.
12:15	Darrell Anderson.
12:30	John Shields, BCGEU.
1:45	Phyllis Webb, International Ladies Garment Workers' Union.
2:00	Gabor Meszaros, Canwest Steel.
2:15	Clive Lyttle, Building Trades Councils.
2:30	Ralph Purdy, P.R. and L.R. Counsellors Inc.
2:45	Keith Mundy, Retail Council of Canada
3:00	CUPE, Local 1004.
3:15	Felix Thijssen, Unemployer Teachers Action Centre.
3:30	Jeffrey Hoskins, Pacific Group for Policy Alternatives.
3:45	Charles Paris, The Canadian Council of Christians and Jews Inc.
4:00	Harald Linke, Hertco Kitchens Manufacturing Ltd.
4:15	Doug McCall, B.C. School Trustees.
4:45	Bill Vanderpol, Surrey Chamber of Commerce.
5:00	Andrew Frayling/Paul Godine, Community Living Society.
7:15	Gunther Retterath.
7:30	Glen Smale, B.C. Nurses Union.
7:45	Fred Wilson, Labour Committee of the Communist Party.
8:00	Dennis Rannelli, Yukon Drilling and Blasting ltd.
8:15	Frank Kennedy, Vancouver and District Labour Council.
8:30	Rodg Tylor, Chako Association for Synergic Employee Relations.
8:45	Keith Campbell.
9:00	Rudy Ernst, B A Blacktop.

Hanson said anyone still wishing to make a 15-minute presentation on ways to improve labour relations in B.C. should phone 299-7211.

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Note to Media: The Minister will be available for press questions at the Airport Inn Resort at 9am, 1pm and 6:30pm February 3 and 5.

APPENDIX C

NELSON

Mr. Bob McKnight	International Brotherhood of Electrical Workers, Local 1003
Mr. Bob Cunningham	Line Creek Coal (Crowsnest Resources Ltd.)
Mr. Alan Hunter	East Kootenay Social Credit Constituency Office
Mr. Rod Pierce	Crestbrook Forest Industries
Mr. Bert Collier	Celgar Pulp Company
Mr. Kasper Mayer	International Union of Operating Engineers, Local 115
Mr. Dale Herron	Pope and Talbot Ltd.
Mr. Rudy Brandon	B.C. Government Employees' Union
Mr. Jim O'Neill	Pulp, Paper and Woodworkers of Canada, Local 15
Mr. Len Embree Mr. Chris Christianson	Kootenay District Council of Carpenters
Ms. Allison Merlow	Health Sciences Association
Mr. Fred Haake	Skills, Training and Employment Program
Ms. Iris Bakken	Kootenay Stone Centre
Mr. Wade Zammit	Westar Timber Ltd., Southern Wood Products
Mr. Mono Ferro	Fame Construction Ltd.
Mr. Gordon Titsworth	United Steelworkers of America, Local 9705 and West Kootenay Labour Council

Mr Bill Duff	Grand Forks Teachers' Federation
Mr. Dave Pearce	Regional District Representative

COURTENAY

Mr. Michael Linton	Landsman Community Services
Mr. Sy Pederson Mr. Erik Erikson	International Woodworkers of America
Mr. Mike Murphy	United Fishermen and Allied Workers, Local 17
Mr. Dave Crosby	Unemployed Action Centre
Mr. Fred Kuhn	Carpenters' Union
Mr. Hugh McConnell	Operating Engineers, Local 115
Mr. Robert Gilson	Vancouver Island Bailiffs Ltd.
Mr. Jack Creaser	Canadian Paper Union, Local 1123
Mr. Patrick A. Fraser	Social Credit Association
Mr. Peter McCue	Nanaimo Teachers' Association
Mr. Cameron McLean	Labour Council
Mr. John Shaw	Concerned citizen
Mr. John Stigant	Pacific Rim Association of Forest Citizens
Mr. Paul Johnstone	Archie Johnstone Contracting
Mr. Karl Ettinger Mr. Don Tait	Mount Waddington Labour Council St. Joseph's General Hospital
Mr. Bill Burns	School Board

TERRACE

Mr. Jim Lamb	Kitimat-Terrace and District Labour Council
Mr. Bill Goodacre	Unemployed Action Centre
Mr. Jim Rushton	United Fishermen and Allied Workers Union
Ms. Joy Thorkelson	Prince Rupert & District Labour Council
Mr. Bruce Ferguson	Tunnel and Rock Workers Union, Local 168
Mr. John Kuz	Amalgamated Shoreworkers Union
Mr. Larry Kozoris Mr. Arnold Chiasson	Alcan Smelters and Chemical Ltd.
Ms. Mona Sykes	B.C. Government Employees Union
Mr. Steve Boggis	Prince Rupert Teachers' Association
Mr. Al Bishop	Northwest Loggers Association
Mr. Rick Sullivan	Kitimat District Teachers' Association
Mr. John MacCormac	United Brotherhood of Carpenters and Joiners of America
Mr. Bill Gannon	Northcoast Building Trades Group
Mr. Dennis Palmu	Terrace-Kitimat Construction Association
Mr. Jim Nylaand Mr. Wiho Papenbrock	Canadian Association of Smelter and Allied Workers Union

Mr. Bruce Lloyd	Concerned citizen
Mr. Lionel Hamel	Concerned citizen
Mr. Scottie Morrison	Canadian Paperworkers Union
Mr. Larry Hoback	Nass Valley School Board

DAWSON CREEK

Ms. Kim Smith	B.C. Government Employees' Union
Mr. Ron Allen	Businessman
Mr. Vincent Rodriguez	Carpenter
Ms. Allana Clement	Canadian Paperworkers Union, Local 400
Mr. John Patton	International Union of Operating Engineers, Local 115
Mr. Wayne Fox	Quintette Coal Limited
Mr. Lorenzo Quarenghi	International Brotherhood of Carpenters and Joiners of America, Local 1237
Mr. Roy Ronaghan	Peace River South School Association
Mr. Adolf Ikert	Businessman
Mr. Don McNabb	International Brotherhood of Electrical Workers
Mr. Riccardo Loro	Peace River District Labour Council
Ms. Lorraine Walsh	Peace River North School Association
Mr. Rick Lang	International Woodworkers of America
Ms. Beverly MacRae	Peace River Haven Care Society

PRINCE GEORGE

Mr. Doug Quinn	Doug Quinn and Associates
Mr. Stu Drinnan	Standard Bus Contracting Ltd. and Prince George Transit Ltd.
Mr. Don Kelly	Columbia Bitulithic Ltd.
Mr. Al Shaw	Pulp Paper Woodworkers of Canada, Local 18
Mr. Henry Voss	concerned citizen
Mr. Jim Camps	Burns Lake District Teachers' Association
Mr. Reno Fornari	Canadian Union of Public Employees
Mr. Doug Walls	British Columbians for Mentally Handicapped People
Mr. Dave Gunderson	CONIFER - Council on Northern Interior Forest Employment Relations
Mr. Bob Henderson	Pulp Paper Woodworkers of Canada
Mr. Frank Drougel	Central Interior Logging Association
Mr. Leonard Fox & Mr. Colin Kinsey	Concerned citizen Concerned citizen
Mr. Brian Parker	B.C. Government Employees' Union
Mr. Dave Sheard	Balfour Forest Products Limited
Mr. Howard German	B.C. and Yukon Building Trades Council
Mr. Don Stanley	Prince George and District Labour Council

Mr. Robert Graham	Concerned citizen
Mr. Richard Hogg	Concerned citizen
Mr. Norman Stevenson	Kelowna Chamber of Commerce
Mr. Dave Matland	B.C. Government Employees Union and North Okanagan Labour Council
Mr. Angus Cameron	Okanagan Federated Shippers' Association
Ms. Wendy Nelson	Okanagan South Social Credit Constituency Association
Mr. Tony Jenkins	Concerned citizen
Mr. Pat Holman	Concerned citizen
Mr. Jack Borden	Concerned citizen
Mr. Al Akehurst	Okanagan Labour Relations Council
Mr. Brian Loadman	Kamloops District Teachers' Association
Mr. Don Main Mr. Malcolm Broxham	Okanagan District Council of Carpenters
Mr. Vince Lemke	Vernon Chamber of Commerce
Mr. John Todman	Interior Forest Labour Relations Association
Mr. Stan Reimer	McGregor's Motor Inn
Mr. Gerry Bleiler	Kelowna General Hospital
Mr. John Maguire	Sigalet, Maguire and Cole
Mr. Ron Beliveau	Concerned citizen
Mr. Anton Garic	Concerned citizen

Mr. Ken Stewart	Bell Pole Company Ltd.
Mr. John Harper	Kamloops and District Labour Council
Mr. Wilf Schnieder	Weyerhaeuser Canada Limited
Mr. Bill Shoemaker	International Woodworkers of America, Local 1-423
Mr. Al Gardiner	International Union of Operating Engineers, Local 115
Mr. Gordie Patterson	International Union of Operating Engineers, Local 115
Mr. Leo Denboer	City of Merritt
Mr. Case Van Diemen	Argo Industries Ltd.
Mr. Geoff Blunden	Nu-Road Contracting Ltd.
Mr. Joe Sparks	Concerned citizen

VICTORIA

Mrs. Margaret Barlow	Friends of Injured and Disabled Workers
Mr. Terry Erskine	B.C. Professional Firefighters Association
Mr. Roderick Thompson	International Woodworkers of America, Local 1-118
Mr. Errol Hembroff	Concerned citizen
Mr. Andre Pel	Victoria Labour Council
Mr. Ralph Goodwin Mrs. Jacqueline Goodwin	Concerned citizens

Mr. Daryl Barnett	B.C. Government Employees Union
Mr. Bob Wheaton	Wheaton Construction
Mr. Smokey Stolth	Concerned citizen
Mr. Bill Routley	International Woodworkers of America
Mr. Glen McTaggaret	Concerned citizen
Mrs. Bishop	Concerned citizen
Mr. Bruce Brock	Concerned citizen
Mr. Ross Burroughs	Concerned citizen
Mr. Gedeon E. Presseau	Concerned citizen
Mr. Gary Robertson	Greater Victoria Teachers' Association
Mr. Heinz Korn	Carpenters Union
Mr. Robin Holmgren	Nanaimo/Duncan Labour Council
Mr. Chris Jones	Vancouver Island Building Trades Council
Mr. John Conklin	Concerned citizen
Mr. Russ Hepworth	M.I.R.A.
Mr. Bill Doherty	Canadian Union of Public Employees, Local 50
Mr. Chris Bateman	Greater Victoria Personnel Association
Mr. Ron Warder	Sooke Teachers' Association
Mr. J. W. Lott Ms. Marilyn Loveless	School District No. 63
Mr. Edmond Freund	Construction Aggregate

Mr. Gary Rai	Island Asphalt Ltd.

VANCOUVER

Ms. Carol Jones	Burnaby School District
Mr. Ron Tolton	Canadian Meat Council
Mr. Charlie Shane	Concerned citizen
Mr. Brian Foley	B.C. Rail
Mr. Doug Vincent	Vancouver Board of Trade
Mr. Andy Krawczyk	North Vancouver Teachers' Association
Mr. Anvil Verma	Concerned citizen
Mr. Neil Roos	Christian Labour Association
Mr. Bob Norman Mr. Dave Milligan	Weldwood of Canada
Mr. Jim Lippert	Operating Engineers
Mr. Bob Saunders	Smith Brothers and Wilson
Mr. Don Saunders	Pulp and Paper Industrial Bureau
Ms. Barb Parrott	Langley Teachers' Association
Mrs. Dorothy Clay	Concerned citizen
Mr. Scott Richardson	Concerned citizen
Mr. Art Gruntman	Canadian Paperworkers' Union
Mr. Alex Gringmuth	Concerned citizen
Ms. Ann Harvey	Office and Technical Employees' Union

Mr. Ted Teitchman	Concerned citizen
Mr. Jack Munro	International Woodworkers of America
Mr. Gordon McKay	Richmond Review
Mr. Martin Flynn	Concerned citizen
Mr. Don Christie	Lower Mainland Equipment Owners' Association
Mr. Bob Weich	Concerned citizen
Mr. Tito Hoogland	Concerned citizen
Mr. Robert C. Allen	Concerned citizen
Mr. Cecil Merrit	Construction Aggregates Ltd.
Mr. Victor Redman	Concerned citizen
Mr. Len McNeely	B.C.I.T.
Mr. Jim Sinclair	Fisherman's Union
Ms. Elsie McMurphy	B.C. Teachers' Federation
Mr. Ivan Hanchard	B.C. Roadbuilders' Association
Mr. Jack Gerow	Hospital Employees' Union
Mr. John Waters	College-Institute Educators Association of B.C.
Mr. David Cadman Mr. Pat Davitt	Vancouver Municipal and Region Employees' Union
Mr. Bill Scott	Marine Workers and Boilermakers Industrial Union
Mr. Bob Ritchie	B.C. Provincial Council of Carpenters

Mr. Darrell Anderson	Concerned citizen
Mr. John Shields	B.C. Government Employees' Union
Ms. Phyllis Webb	International Ladies Garment Workers' Union
Mr. Gabor Meszaros	Canwest Steel (Genstar Group)
Mr. Clive Lyttle	Building Trades Councils
Mr. Ralph Purdy	P.R. & L.R. Counsellors Inc.
Mr. Keith Mundy	Retail Council of Canada
	Canadian Union of Public Employees, Local 1004
Mr. Felix Thijssen	Unemployed Teachers Action Centre
Mr. Jeffrey Hoskins	Pacific Group for Policy Alternatives
Mr. Charles B. Paris	Canadian Council of Christians and Jews Inc.
Mr. Harold Linke	Hertco Kitchens Manufacturing Ltd.
Mr. Doug McCall	B.C. School Trustees
Mr. Bill Vanderpol	Surrey Chamber of Commerce
Mr. Andrew Frayling Mr. Paul Godin	Community Living Society
Mr. Gunther Retterath	Concerned citizen
Mr. Glen Smale	B.C. Nurses Union
Mr. Fred Wilson	Labour Committee of the Communist Party
Mr. Dennis Rannellio	Yukon Drilling and Blasting Ltd.
Mr. Frank Kennedy	Vancouver and District Labour Council

Mr. Rodg Tylor	Chako Association for Synergic Employee Relations
Mr. Keith Campbell	Concerned citizen
Mr. Rudy Ernst	B.A. Blacktop

ABBOTSFORD

Mr. Al Lambrecht	Concerned citizen
Mr. Jeff Granger	Concerned citizen
Mr. Rick Green	Independent Super Valu Stores
Mr. Con Neudorf	Columbia Bitulithic
Mr. Jock Timm	Concerned citizen
Mr. Thatcher	Royal Canadian Legion
Mr. Edwin Rees	Electrical Contractors Association of B.C.
Mr. Norm Pelton	Concerned citizen
Mr. Bob Hasell	Emil Anderson Construction Co. Ltd.
Mr. Mike Inman	H.B. Construction Inc.
Ms. Judy Weisbrod	United Injured and Disabled Workers
Mr. Ken Funk	Concerned citizen
Ms. Lynn Fanthorpe	B.C. Government Employees' Union

APPENDIX D

LIST OF SUBMISSIONS - LABOUR LEGISLATION REVIEW 1987

A - ORGANIZATIONS

A1	Human Resources Council George F. Evers, Chairman	Langley
A2	North West Graphics Ltd. Mr. D. I. Murphy, Manager	Vancouver
A3	Iron Horse Enterprises Inc. David Gibson, President	Vancouver
A4	Corporation of Delta, Mayor Ernest Burnett	Delta
A5	Glen Valley Electric Mr. Ron Heaps	Victoria
A6	Terrace H & H Builders Mr. Hans Manthey, President	Terrace
A7	Pemberton Insurance Corporation, Mr. B. J. Finnie	Vancouver
A8	Canadian Organization of Small Business Mr. D. L. Horigan, President	Edmonton, Alta
A9	New West Lincoln Mr. Al Backman	Coquitlam
A10	B.C. Provincial Council of Carpenters Mr. William Zander, President	Vancouver
A11	Okanagan Labour Relations Council (BCSTA) Alan Akehurst, Director of Labour Relations	Kelowna
A12	B.C. Telephone Co. Employee Assistance Group Douglas F. Hockley	Burnaby
A13	Council on Northern Interior Forest Employment Relations (CONIFER) Mr. David A. Gunderson, Exec. Director	Prince George
A14	MacMillan Bloedel Ltd. Mr. Gary H. Johncox Vice-President Human Resources	Vancouver
A15	Miller Watson & Co. Ltd. Insurance Brokers R. S. Garry Miller	Vancouver

A16		Weyerhaeuser Canada Ltd. Mr. Dave McInnes, Pres. & Chief. Ex.Off.	Vancouver
A17		D. G. Smith Engineering Ltd. Mr. D. G. Smith, President & Gen.Mgr.	Langley
A18		Hall-Gray Enterprises Mr. R. J. Hall	Salmon Arm
A19	**	Confederation of Canadian Unions Mr. Jess Succamore, President	New Westminster
A20		Professional Employees Association Mr. Michael H. Wyeth, President	Victoria
A21		Smith Bros. & Wilson Ltd. Mr. R. G. Saunders, President	Vancouver
A22		Wheaton Construction Ltd. Mr. R. J. Wheaton, President	Victoria
A23		Lister Bolt and Chain Ltd. Mr. W. V. Stobbart, Vice-President and General Manager	Richmond
A24		International Brotherhood of Boilermaker Ironship Builders, Blacksmiths, Forgers and Helpers Mr. Robert W. MacIntosh, Assistant to the International President	Richmond
A25		Teamsters Local 31 Mr. John F. Edwards, Secretary-Treasurer Council of Trade Unions on B.C. Rail Business Representative, Local 31	Vancouver
A26		Close Up Business Services Ltd. Mr. & Mrs. Mark Twyford	Terrace
A27		Fame Construction Ltd. Mr. M. L. Ferro	Trail
A28		Okanagan H-R-I Supply Ltd. Mr. W. A. Redmond, President	Trail

A29		Kootenay Stone Centre Ms. I. Bakken, President	Kelowna
A30		Northwest Bay Ranch Mr. Michael M. Stevenson	Nanoose Bay
A31	*	B.C. Government Employees Union (Members and Locals in the Kootenays)	Nelson
A32	**	Vancouver Board of Trade Mr. Graham Clarke, Chairman	Vancouver
A33	*	Grand Forks Teachers' Association	Nelson
A34	**	Independent Contractors and Businesses Association of B.C. Mr. Philip Hochstein, Executive Vice-President	Surrey
A35	**	Construction Labour Relations Association of B.C. Mr. C. C. McVeigh, President	New Wesminster
A36		Greater Victoria Labour Relations Association (GVLRA) Mayor Susan M. Brice, Chairperson	Victoria
A37	*	PR & LR Counselors, Inc. R. J. Purdy, President	Surrey
A38	**	B.C. Federation of Labour Mr. Kenneth V. Georgetti, President Mr. Cliff Andstein, Secretary-Treasurer	Burnaby
A39		Emil Anderson Construction Co. Ltd. Mr. G. F. Jacobs, President & General Manager	Hope
A40		Okanagan Mainline Municipal Labour Relations Association Mr. Tom Smithwick, Chairman	Kelowna
A41		Management and Professional Employees Society of B.C. Hydro Mr. Gary Hilton	Vancouver
A42		Okanagan Federated Shipper Labour Relations Association Mr. Angus A. Cameron, Manager, Labour Relations	Kelowna

A43		The Pinton Group Mr. Gary B. Nordman, Manager, Computer Services and Administration	Vancouver
A44		Inland Contracting and Sweeping Ltd. Mr. D. E. Kampe	Penticton
A45		Edwards and Associates Logging Ltd. Mr. Don Edwards, President	Richmond
A46		Able Personnel Inc. Mr. Richard Novak, President	Vancouver
A47	**	Business Council of British Columbia Mr. James G. Matkin, President and Chief Executive Officer	Vancouver
A48		Webber and Company, Barristers & Solicitors Mr. J. Roger Webber, Q. C.	Kamloops
A49		Norcan Construction - 83 Inc. Mr. Peter E. Crolow	Prince George
A50		Kelowna Chamber of Commerce Mr. Gerry E. Frederick, Manager	Kelowna
A51		Regional District of Central Okanagan Economic Development Commission Mr. Roger Cottle, Acting Chairman	Kelowna
A52		Okanagan College Mr. C. L. Kaller	Kelowna
A53		City of Revelstoke Mr. R. A. Carter, Administrator	Revelstoke
A54		Westwood Electric Ltd. Mr. Jack Borden	Vernon
A55	*	International Union of Operating Engineers, Local 115	Nelson
A56	*	Nelson-Trail & District Labour Council Mr. Gordon Titsworth, President	Nelson
A57	*	Celgar Pulp Company Mr. R. W. Sweeney, General Manager & Mr. W. R. Collier, Manager of Industrial Relations	Nelson

A58	* Pope & Talbot Ltd. Mr. K. D. Hurren, Personnel & Industrial Relations Manager	Nelson
A59	Metal Industries Association Mr. Siedo A. Tzogoeff, Executive Vice President	Burnaby
A60	Walter Van Vloten Nurseries Ltd.	Pitt Meadows
A61	Bordon Chemical Division of the Borden Company, Ltd. Mr. P. O'Dell, General Manager	Vancouver
A62	The Sicon Group Mr. D. R. Armitage, President	Richmond
A63	Orchardson Forest Products Limited Mr. Larry J. Fournier, General Manager	Surrey
A64	Asiada International Business Consultants (Canada) Inc. Mr. R. S. Cosburn, Managing Director	Victoria
A65	IAM & AW, Canadian Airways Lodge No. 764 Mr. W. J. Farrall, Airline General Chairman	Richmond
A66	Jack Cewe Ltd. Mr. Jack Cewe, President	Coquitlam
A67	Peak Commercial Painting Ltd. Mr. Lawrence Duck	Vancouver
A68	Canada Cedar Pole Preservers Ltd. Mr. J. M. Fennell, Manager	Galloway
A69	Association of Professional Engineers of the Province of British Columbia Mr. Harry N. Gray, Managing Director and Registrar	Vancouver
A70	Van Construction Div. of Van Vliet Construction Co. Ltd. Mr. C. P. J. (Neil) Van Vliet	Surrey
A71	Campbell River & District Chamber of Commerce Mr. Peter Dutton, President	Campbell River

A72	Riding Mountain Excavating Ltd. Mr. Maurice Bouchard, Owner	Surrey
A73	K. C. Johnson Construction Ltd. Mr. Knute Johnson, President	Victoria
A74	H. H. Schulz Enterprizes Mr. H. H. Schulz	Black Creek
A75	D. Amoore Holdings Inc. Mr. D. M. Amoore, President	West Vancouver
A76	Kerkhoff Construction Ltd. Mr. Willem Kerkhoff, President	Chilliwack
A77	Galloway Lumber Company Ltd. Mr. Charles H. Nelson, Manager	Galloway
A78	Knox Presbyterian Church Mr. R. C. Garvin, Minister	Port Alberni
A79	Pearlman & Lindholm Barristers & Solicitors Mr. Paul J. Pearlman	Victoria
A80	W. A. Rowland & Associates Ltd. Advertising and Promotion Mr. Wallace A. Rowland, President	Surrey
A81	Johnson Industries Ltd. Mr. N. A. (Norm) Johnson, President	Richmond
A82	Council of Marine Carriers Mr. J. A. Pollock, President	Vancouver
A83	J. S. McMillan Fisheries Ltd. Mr. Larry J. Fournier, Vice President & Treasurer	Vancouver
A84	Canfor Corporation Mr. Peter J. G. Bentley, Chairman and Chief Executive Officer	Vancouver
A85	End Legislated Poverty Ms. Jean Swanson, Coordinator	Vancouver

A86	*	Tripac: (Unions involved in the road building industry) Int'l Union of Operating Engineers Local 115 Int'l Brotherhood of Teamsters Local 213 Labourers Int'l Union of North America Locals 602, 1070, 1093 Mr. J. R. Lippert, IUOE 115	Burnaby
A87		Continuing Care Employee Relations Association of B.C. Ms. Joanne K. Arnold, Executive Director	Vancouver
A88	*	Lower Mainland Equipment Owners Association Mr. Anthony Wood, President	Surrey
A89	*	British Columbia and Yukon Territory Building and Construction Trades Council Mr. R. Gautier, President	Burnaby
A90		ABJ Real Estate Ms. Sharron Billey, Broker/Owner	Cranbrook
A91		Electrical Contractors Association of B.C.	Burnaby
A92	*	E. W. Rees & Sons Ltd. Mr. E. W. Rees, President	Abbotsford
A93		Aluminum Company of Canada Ltd. Mr. W. J. Rich, Vice President for B.C.	Vancouver
A94	*	B.C. Rail Mr. Brian Foley, Vice President - Industrial Relations	Vancouver
A95		Mining Association of British Columbia Mr. Tom Waterland, President	Vancouver
A96		Crestbrook Forest Industries Ltd.	Nelson
A97		Crows Nest Resources Ltd. Mr. R. M. Cunningham, Manager, Employee Relations	Sparwood

A98		Winvan Paving Ltd. Mr. G. H. Marko, General Manager	New Westminster
A99		Victoria Personnel Association Mr. Christopher H. Bateman, President	Victoria
A100	*	Canadian Paperworkers Union Mr. Art Gruntman, Vice-President Region IV	Vancouver
A101		Mechanical Industrial Relations Association Mr. R. March, Chairman & Mr. R. Hepworth, Chairman	Burnaby
A102		Teamsters' Joint Council No. 36 Mr. Peter Moslinger, President	Vancouver
A103		British Columbia Construction Assn.	Victoria
A104		Canada Safeway Ltd. Braidwood, MacKenzie, Brewer & Greyell, Counsel	Vancouver
A105		United Steelworkers of America Mr. Len Stevens, Director	Vancouver
A106		White Spot Limited Mr. Peter T. Main, President & Chief Executive Officer	Vancouver
A107		B.C. Hydro Mr. D. B. Demerse, Manager, Labour Relations Department	Vancouver
A108		Craftsman Floors (B.C.) Ltd. Mr. A. V. Hardy, President	Vancouver
A109		Tilbury Cement Limited Mr. A. R. Watt, President	Delta
A110		Crown Forest Industries Limited Mr. Ian Donald, President & Chief Executive Officer	Vancouver
A111		Humphrey Construction Ltd. Mr. V. B. Humphrey, President	Langley
A112		Vancouver Unemployment Action Centre Mr. Michael A. Watrin, Coordinator	Vancouver

A113		Diocese of Victoria, Office of Social Justice Mr. David Szollosy	Victoria
A114		Kootenay Boundary Labour Relations Association Mr. Arthur I. Guttman, Co-Director and Mr. Richard A. Weibelzahl, Co-Director	Creston
A115		Omni Continental (1986) Ltd. Mr. J. Mardon, President	New Westminster
A116		Bachand Construction Ltd. Mr. D. Bachand	Kamloops
A117	*	Weyerhaeuser Canada Ltd. Mr. J. E. Hill, Vice President	Kamloops
A118		Bell Pole Co. Ltd. Mr. George H. Richardson, General Manager	Lumby
A119	*	St. Joseph's General Hospital Sister Anne Purcell, Executive Director and Mr. William Vincent, Chairman	Comox
A120	*	United Brotherhood of Carpenters & Joiners of America Local 1882	Campbell River
A121	*	Terrace Kitimat Construction Assn.	Terrace
A122	*	Canadian Association of Smelter and Allied Workers	Terrace
A123		Unemployment Action Mr. Bill Goodacre, Coordinator	Terrace
A124	*	Kitimat - Terrace & District Labour Council	Terrace
A125	*	B.C. Government Employees Union Members and Locals in the Northwest Area	Terrace
A126	*	Nanaimo and District Teachers' Assn. Mr. Peter McCue, President	Nanaimo
A127	*	Vancouver Island Bailiffs Ltd. Mr. Robert Gilson	Courtenay

A128	* Landsman Community Services Ltd.	Courtenay
A129	* United Fisherman & Allied Workers Unions Mr. David Snyder	Campbell River
A130	* International Woodworkers of America Local 1-363 Mr. Sy Pederson, President	Courtenay
A131	* Campbell River, Courtenay & District Labour Council Mr. Dave Crosby	Campbell River
A132	* Pacific Rim Association of Forest Citizens Mr. John Stigant, President	Courtenay
A133	* B.C. Teachers' Federation Ms. Elsie McMurphy, President	Vancouver
A134	B.C. Nurses' Union Mr. Glen Smale, Chief Executive Officer	Burnaby
A135	Timm Construction Co. Ltd. Mr. J. J. Timm	North Surrey
A136	Delta Pacific Foods Ltd. & 34 Independent Supermarkets Mr. Rick Green	Delta
A137	Health Labour Relations Association of B.C. Mr. Peter J. McAllister, President & Chief Executive Officer	Vancouver
A138	B.C. Government Employees Union Mr. John T. Shields, President	Burnaby
A139	Greater Vancouver Regional District Mr. C. Mark Leffler, Manager, Labour Relations	Burnaby
A140	Int'l Woodworkers of America Western Canadian Regional Council No. 1 Mr. J. J. Munro, President	Vancouver

A141	Int'l Brotherhood of Painters & Allied Trades Local 138 Mr. Michael J. Crawford, Director, Education & Communications	Burnaby
A142	Ministry of Education, Management Operations Dept. Mr. John Walsh, Executive Director	Victoria
A143	B.C. Sugar Mr. M. H. Fletcher, Personnel Manager	Vancouver
A144	Conforce Structures Ltd. - B.C. Region Mr. R. V. Adams, Vice President & General Manager	Richmond
A145	B. C. Chamber of Commerce Mr. L.K. Lacey, President and Chairman of the Labour Committee	Vancouver
A146	Pacific National Exhibition Davis & Company, Counsel	Vancouver
A147 *	Northwood Pulp and Timber Limited Mr. R. L. Waldie, Vice President, Industrial and Public Relations	Prince George
A148	Designmade Millwork Ltd. Mr. Livio Galliano, President	Richmond
A149	Prince George District Teachers Association Mr. Robert V. Taverner, President	Prince George
A150	A & A Service Company Dr. Ulf Von Dehn, Executive Manager	Vancouver
A151	Diet Centre of Western Canada Mr. Robert J. Moyor, President	Kelowna
A152	Pacific Builders Supplies Ltd. Mr. A. K. McKinnon, President Inn at the Water Resort Ltd. Mr. Joseph Stocco, General Manager via Mr. Graham P. Bruce, MLA (Cowichan-Malahat)	Cobble Hill Cowichan Bay
A153	Cariboo College Mr. David J. Cane, Vice President & Mr. John Enman, Chairman	Kamloops

A154		Arrow Installations Ltd. Mr. A. R. Jensen	Cranbrook
A155		Weldco-Beales Equipment Manufacturers & Designers Mr. K. S. Mueller & Mr. K. W. Wilby	Vancouver
A156		College-Institute Educators' Association of B.C. Mr. John Waters, President	Vancouver
A157		B.C. Federation of Agriculture Mr. Harold Allison, President	Victoria
A158		West Fraser Timber Co. Ltd. Mr. Henry H. Ketcham, III President & Chief Executive Officer	Vancouver
A159		Maddocks Construction Ltd. Mr. R. A. Maddocks	Armstrong
A160		Kelly, Douglas & Co. Ltd. Mr. R. J. Addington, President	Vancouver
A161	*	Pulp, Paper & Woodworkers of Canada Local 18 Mr. A. J. Shaw, Chairman, Mr. Dave Seright, President & Mr. Doug Georgeson, Vice President	Mackenzie
A162	*	Columbia Bitulithic Ltd. Mr. Don Kelly, District Manager	Prince George
A163	*	Edgeworth Construction Mr. H. Vosse	Prince George
A164	*	Northern B.C. Construction Assn.	Prince George
A165	*	Prince George & District Bldg. & Construction Trades Council	Prince George
A166	*	Canadian Paperworkers Union Locals 402, 603, 1092, 1115 & 1133	Prince George
A167	*	British Columbians for Mentally Handicapped People Ms. Bendina Rossler, Co-Chairperson	Prince George
A168	*	Dunkley Lumber Ltd.	Strathnaver
A169	*	Central Interior Loggers' Association Mr. H. Bruce Kaun, Counsel	Prince George

A170	* B.C. Government Employees Union (Members in Prince George area)	Prince George
A171	* Prince George & District Labour Council	Prince George
A172	* Canadian Union of Public Employees Local 399	Prince George
A173	* Pulp, Paper & Woodworkers of Canada	Prince George
A174	* Vernon Teachers' Association Mr. Ray Worley, President	Vernon
A175	* Okanagan District Council of Carpenters Mr. Malcolm Broxham, Business Representative	Kelowna
A176	* Int'l Woodworkers of America Local 1-423 Mr. W. F. Schumaker, President	
A177	* Interior Forest Labour Relations Association Mr. J. C. Todman, President	
A178	* Norlite Petroleums Ltd. Mr. R. J. Allen, President	Dawson Creek
A179	* Kamloops & District Labour Council Mr. J. Harper, President	Kamloops
A180	* View Construction Ltd.	Kamloops
A181	* Operating Engineers (Local 115) Joint Apprentices & Training Plan Mr. Gordie Patterson, Training Coordinator	Burnaby
A182	* Peace River South Teachers' Association Mr. Roy B. Ronaghan, President	Dawson Creek
A183	* Carpenters Union Local 1237 Mr. Lory Quarenghi	Dawson Creek
A184	* Quintette Coal Ltd. Mr. Wayne Fox, Director, Employee Relations	Tumbler Ridge
A185	* Canadian Paperworkers Union Local 400	Taylor
A186	* Peace River North Teachers' Association Ms. Lorraine Walsh, President	Fort St. John

A187	* Columbia Bitulithic Ltd. Mr. Con Neudorf, District Manager	Aldergrove
A188	* Pelton Reforestation Ltd. Mr. N. R. Pelton, President	Maple Ridge
A189	* Royal Canadian Legion #15 Mr. Murray Thatcher	Abbotsford
	Royal Canadian Legion #04 Mr. George Colwill	Chilliwack
	Royal Canadian Legion #265 Mr. William Ford	Aldergrove
A190	* United Injured and Disabled Workers Association of B.C. Mr. David Weisbrod, President	Yarrow
A191	* Century Plumbing and Heating Ltd.	Chilliwack
A192	* H. B. Construction Mr. Michael Inman, President	Surrey
A193	Group of Small Businesses from the Shuswap Revelstoke Constituency Mr. Len Bawtree	Enderby
A194	* Victoria Labour Council Mr. Andre K. Pel, Secretary Treasurer	Victoria
A195	* Campbell Construction Ltd. Mr. Ken Farey, President	Victoria
A196	* Greater Victoria Teachers' Association Mr. Gary Robertson, President and Ms. Dianne McKeel, Negotiating Chairperson	Victoria
A197	* United Brotherhood of Carpenters & Joiners of America	Victoria
A198	* Saanich Teachers' Association Mr. Gordon Bell, President	Victoria
A199	* School District No. 63 (Saanich)	Victoria
A200	* Sooke Teachers' Association Mr. Ron Warder, President	Victoria
A201	* Tech Mechanical Systems Ltd. Mr. Russ Hepworth, President	Victoria

A202	* B.C. Government Employees Union Members & Locals in Victoria Area	Victoria
A203	* Nanaimo, Duncan & District Labour Council Mr. Robin Holmgren	Nanaimo
A204	* Sunshine Coast Labour Council Mr. Hans Penner	Gibsons
A205	* Pacific Group for Policy Alternatives Mr. Larry Kuehn, President	Vancouver
A206	* B.C. Government Employees Union Members & Locals in the Lower Mainland Area	Vancouver
A207	* Canwest Steel Mr. Gabor Meszaros, General Manager	Richmond
A208	* Retail Council of Canada Mr. K. R. D. Mundy, Manager, Western Region	Calgary
A209	* Canadian Meat Council (B.C. Section)	Vancouver
A210	* School District #41 Ms. Carol Jones, Chairperson	Burnaby
A211	* Langley Teachers' Association Mr. B. E. Parrott, President	Langley
A212	* North Vancouver Teachers' Association Mr. Andy J. Krawczyk, President	North Vancouver
A213	* Christian Labour Association of Canada Mr. John Kamphof, Mr. Neil J. Roos, Representatives	Coquitlam
A214	* Forest Industrial Relations Ltd. & Pulp & Paper Industrial Relations Bureau Mr. D. A. Saunders, Chairman and Chief Executive Officer	Vancouver
A215	* B.C. School Trustees Association Mr. Eric D. J. Buckley, President	Vancouver
A216	* Raynor Street Group Home Mr. Ralph C. Goodwin, House Parent	Victoria
A217	* Weldwood of Canada Ltd. Mr. Dave Milligan, Vice President, Human Resources	Vancouver

A218	* Miller Contracting Ltd. Mr. John J. Miller, President, General Manager	Langley
A219	* Marine Workers' and Boilermakers Union Local #1	Vancouver
A220	* Hospital Employees' Union Local 180	Vancouver
A221	* B.C. Road Builders Association	Richmond
A222	Canadian Federation of Independent Business Mr. Oksana Exell, Director, Provincial Affairs	Vancouver
A223	United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States and Canada Mr. Norman D. Farley, Business Manager & Financial Secretary	Burnaby
A224	Hotel Sidney Mr. Denis Paquette	Victoria
A225	Ocean Construction Supplies Ltd. Mr. J. T. Arnold, President	Vancouver
A226	Hospital Employees Union Local 180 Mr. J. Attfield, Chairperson	Campbell River
A227	B.C. Forest Products Limited Mr. K. P. Benson, Chairman & Chief Executive Officer	Vancouver
A228	Teck Construction Ltd. Mr. Al Tecklenborg, President	Langley
A229	Surrey Chamber of Commerce Mr. Craig East, President	Surrey
A230	Canadian Autoparts Toyota Inc. Mr. C. W. Hellaby, General & Plant Manager	Delta
A231	Island Paper Mills Mr. W. A. Adams, President & Chief Executive Officer	New Westminster

A232	School District No. 23 Mr. P. Greer, Chairman	Kelowna
A233	Snowcrest Packers Ltd. Mr. J. P. Swanson, General Manager	Abbotsford
A234	Westroc Industries Ltd. Bourne Lyall, Counsel	Vancouver
A235	Crest Motor Hotel Mr. W. H. Charbonneau, Managing Director	Prince Rupert
A236	B.C. Institute of Technology Mr. Drug Svetic, Acting President	Burnaby
A237	Sterling Newspapers Ltd. Mr. F. David Radler, President	Vancouver
A238	National Elevator & Escalator Assoc. Ladner Downs, Counsel	Vancouver
A239	Central Okanagan Teachers' Association Mr. John O. Powell, Bargaining Committee Chairperson	Kelowna
A240	Dawson Construction Limited Mr. E. R. McLean, Senior Vice-President	Kamloops
A241	CHAKO Association for Synergic Employee Relations Mr. Rodg Tylor, Executive Leader	Vancouver
A242		
A243	Hertco Kitchens Mfg. Ltd. Mr. Harald Lincke, President	Delta
A244	Port McNeill Tug Ltd. Mr. & Mrs. Olmer Brown	Port McNeill
A245	Buy Low Foods Ltd. Mr. R. A. Eastman, President & General Manager	Vancouver
A246	Howe Sound Teachers' Association Mr. John McDougall, President	Squamish

A247		Calwood Industries Ltd. Mr. B. A. Creighton, President	Surrey
A248	*	Communist Party of Canada Mr. Fred Wilson, Chairman, Labour Committee	Vancouver
A249		National Association of Camp Management Contractors Mr. Mervyn W. Hempenstall, Vice President	Vancouver
A250		Canadian Union of Public Employees B.C. Division Mr. Mike Dumler, President	Burnaby
A251		School District No. 24 (Kamloops) Mrs. Sandra Wiseman	Kamloops
A252		Board of School Trustees S.D. No. 40 Mr. C. T. Condon, Secretary Treasurer	New Westminster
A253		Kamloops District Teachers' Association Mr. Brian Loadman, President	Kamloops
A254		Nikolai Manufacturing Inc. Mr. G. Nikolai	New Westminster
A255		Seafood Products Company Mrs. C. Cameron	Vancouver
A256		Tercon Contractors Ltd. Mr. Glenn Walsh, President	Kamloops
A257		Canadian Federation of Labour Mr. D. J. Vinoly, President	Burnaby
A258		B.C. Telephone Company Mr. L. K. Smith, Director of Human Resources	Burnaby
A259		Nelson District Teachers' Association Ms. Leah Gray, President	Nelson
A260		Canada Cement Lafarge Ltd. Mr. I. B. Kenny, Personnel Manager	Vancouver
A261		Abeda Wood Products Mr. Dennis Powell, President/Owner	Winfield

A262	Seaspan International Ltd. Mr. Peter A. Shields, Chairman	North Vancouver
A263	Evans Products Company Ltd. Mr. W. R. Cameron, Industrial Relations Manager	Savona
A264	Riverside Forest Products Ltd. Mrs. P. N. Rabock, Industrial Relations /Personnel Manager	Lumby
A265	Vernon and District Chamber of Commerce	Vernon
A266	Canadian Manufacturers' Association Mr. Blair Wilson, Vice-President, B.C. Division	Vancouver
A267	Peter Kiewit Sons Co. Ltd. Mr. R. J. Bulloch, Vice-President & District Manager	Richmond
A268	Port Albernie & District Labour Council Mr. H. F. Nedergard, President	Port Alberni
A269	School District No. 12 (Grand Forks) Mr. Len N. Archer, Secretary-Treasurer	Grand Forks
A270	Construction Aggregates Ltd. Mr. E. H. Freund, Superintendent	Victoria
A271	B.C. Government Employees Union (Members & Locals in the Fraser Valley Area)	Fraser Valley
A272	Canadian Bar Association Labour Law Subsection of the B.C. Branch Mr. Stan Lanyon, President	Burnaby
A273	Blacktop (Cranbrook) Ltd. Mr. Albert Pelletier, Manager	Cranbrook
A274	Advance Building Systems Inc. Mr. Roy H. Moor, President	Kelowna
A275	Glacier National Life Assurance Co. Mr. M. J. Calf, President	Vancouver
A276	Office & Technical Employees Union Local 15 Mr. W. V. Smalley, Busiess Representative	Vancouver

A277	Knowledge Network Mr. Walter G. Hardwick, Chairman	Victoria
A278	Nechako District Teachers' Association Mr. E. G. Mannering, President	Fort St. James
A279	Town of Port McNeill Mayor Gerry Furney	Port McNeill
A280	Electrocan Systems Ltd. Mr. Jack Borden	Vernon
A281	Mt. Waddington District Labour Council Mr. Karl Ettinger, President	Port Hardy

* Submitors indicated appeared at public hearings

** Submitors indicated appeared at private meetings

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B - INDIVIDUALS

B1		Mr. S. Dykstra, Vernon
B2		Ms. H. Braun, Victoria
B3		Mr. & Mrs. H. L. Banner, Vancouver
B4		Mr. Dave Mercier, MLA, Burnaby-Edmonds
B5		Mr. Russell Fraser, MLA, Vancouver-South
B6		Mr. W. D. Sawchen, New Westminster
B7		Mr. Brian Hustler, Penticton
B8		Mr. G. A. Donald, Galiano
B9		Mr. Michael Walsh, Fraser Lake
B10		Mr. H. C. Shannon, Sidney
B11		Mr. Eric H. Epstein, no address
B12		Mr. V. Kloubeck, Kamloops
B13		Mr. Ormond W. Fleming, Richmond
B14		Mr. M. P. Paine, Victoria
B15		Mr. Brian Killip, Metchosin
B16		Mr. & Mrs. Carl Lind, Delta
B17		Mr. Peter Stan, Prince George
B18		Mr. M. C. Clark, Sooke
B19		Mr. Peter Selles, Naramata
B20		Mrs. J. E. Paterson, Maple Ridge
B21		Ms. Margaret Thompson, Riondel
B22		Mr. C. A. Waters, Armstrong
B23		Mr. Ken Olma, Pitt Meadows
B24		Mr. Marcel Guigueno, Delta
B25		Mr. Clark A. Simpkins, Vancouver
B26		Mr. Michael J. Sims, Vancouver
B27		Mr. D. Powell, Armstrong
B28		Ms. Karen Purdon, Maple Ridge
B29		Mr. D. Ling, Powell River
B30		Annoymous, via Mr. Harold Long, MLA, MacKenzie
B31		Mr. George D. Spence, Victoria
B32		Mr. John Byl, Prince George
B33		Mr. Harvey J. Pinch, Victoria
B34		Mr. Jack Wood, Surrey
B35		Mr. S. A. Moritz, Victoria,
B36	*	Mr. Glen McTaggart, Victoria
B37		Mr. John Tweedy, Vancouver
B38		Mrs. Doris Bedier, Baldonnel
B39		Mr. Don Bullough, Richmond
B40		Mr. & Mrs. L. P. McLaren, New Westminster
B41		Mr. Wilf E. Miller, Keremeos
B42		Mrs. Vivien Glover, Charlie Lake
B43		Mr. Albert Winje, Slocan
B44		Mr. Vic Redman, Vancouver
B45		Mr. Herman Badertsher, Burton

B46 Mr. Oscar Moro, Ganges, Saltspring Is.
B47 Mr. Thomas H. Weeks, Vancouver
B48 Mr. F. E. W. Smith, Vancouver
B49 Mr. T. G. Denny, Victoria
B50 Mr. W. G. C. Tinco, Delta
B51 Mr. William R. Kaye, Burnaby
B52 Mr. Henry J. Lenaghan, Prince George
B53 Mr. Jakob Knaus, Sechelt
B54 Mr. Colin F. MacLean, Vancouver
B55 Mr. Stephen J. Johnson, Vancouver
B56 Mr. Robin Holmgren, Nanaimo
B57 Mr. & Mrs. B. Harfield, Sidney
B58 Mr. J. George, Victoria
B59 Mr. Daniel McDonald, Burnaby
B60 Mr. H. G. Guilfoil, Kelowna
B61 Mr. Bruce Wyder, Surrey
B62 Mr. Ford Warner, Victoria
B63 Mr. Elmer B. Borneman, Houston
B64 Mr. D. H. Fawcett, Penticton
B65 Mr. Ken Sieben, Kelowna
B66 Mr. Douglas Ballard, Vancouver
B67 Mr. E. Knorr, Vancouver
B68 Mr. P. R. Maitland, Powell River
B69 Mr. D. A. Marsh, West Vancouver
B70 Mr. John Maximenko, Christina Lake
B71 Mr. R. D. Ouelette, Port Alberni
B72 Mr. E. L. Edwards, Langley
B73 Mr. Bill Coulthard, via Mr. Larry Chalmers MLA Okanagan South
B74 Mr. A. L. Nicholls, Courtenay
B75 Mr. W. H. Martin, Parksville
B76 Mr. Malcolm A. Turner, Anglemont
B77 Mr. D. H. Luttervelt, Chemainus
B78 Mr. Hugo Karvoyen, Brackendale
B79 Mr. Gottfried Jarchow, Burnaby
B80 Miss Patricia Knight, Richmond
B81 Mr. Cornelius M. Nisbet, Abbotsford
B82 Mr. Alan Wesley, Vancouver
B83 Mr. Richard Stewart, Kelowna
B84 Mr. Robert G. Spankie, Vernon
B85 Mr. Peter Hawryluk, Delta
B86 Mr. Harold Goldfeder, Vancouver
B87 Mr. Jimmy Khambata, Pitt Meadows
B88 Mr. Al Hallet, Kelowna
B89 Mr. Colin S. Booth, Vernon
B90 Mr. Bryan Bvell, Calgary
B91 Mr. R. N. Middleton, Vancouver
B92 Mr. Rolly Hein, Winfield

B93		Mr. George Straza, Kelowna
B94		Mr. Bill Balliet, MacKenzie
B95		Mr. Douglas Clark, Kelowna
B96		Mr. Robert P. McLennan, Surrey
B97		Mr. Terry Galvin, Fraser Lake
B98		Mr. Donald M. Currie, North Vancouver
B99		Mr. Carl E Aushelm, Saanichton
B100		Mr. Chuck Peterson, Creston
B101		Mr. R. E. Dyson, Victoria
B102		Mr. Allan W. Hunter, Cranbrook
B103		Mr. Vincent M. Sequera, Victoria
B104		Mr. William H. Hayfield, Sidney
B105		Ms. Alma Calderoni, Kamloops
B106		Mr. F. Miller, Parksville
B107		Mr. D. Humphreys, West Vancouver
B108		Mr. D. Pearce, Nelson
B109		Mr. J. R. Lewthwaite, Westbank
B110		Mr. Joseph M. Werner, Armstrong
B111		Mr. James L. Floyd, Penticton
B112		Mr. C. William Owen, Vernon
B113		Mr. Neil M. MacArthur, Vernon
B114		Mr. Rueban Wall, Penticton
B115	*	Mr. Alexander G. M. Jansen, Burnaby
B116		Mr. R. G. Urquhart, Surrey
B117		Mr. Charles McGill, White Rock
B118		Mr. J. W. Lord, Victoria
B119		Mr. J. Palmer, Vancouver
B120		Mr. J. Margalit, Vancouver
B121		Mr. Telesphore Demers, Victoria
B122		Mr. & Mrs. Ernest Burchell, Vancouver
B123		Mr. & Mrs. Robert Pippus, Aldergrove
B124		Mr. D. V. Bishop, Victoria
B125		Mr. L. N. Pallot, Vancouver
B126		Mr. M. C. Hall-Patch, Victoria
B127		Mr. E. Vickerman & Rev. Canon L. B. Harrison, Saanichton
B128		Mr. Alwyn Gregory, Vancouver
B129		Mr. J. O'Donnell, North Vancouver
B130		Mr. John D. Hall, Vancouver
B131		Mr. E. Perry, Honeymoon Bay
B132		Mr. Frank A. Holm, Port Alberni
B133		Mr. Lloyd Dool, Port Alberni
B134		Mr. Ralph L. Worsley, Mill Bay
B135		Miss Kathleen Riley, Comox
B136		Ms. Elizabeth Travis, Maple Ridge
B137		Mr. John W. Volk, Cranbrook
B138		Mr. Frank B. Hilton, Victoria
B139		Mr. J. J. Helmers, Squamish
B140		Mr. G. Harrison, Victoria

B141 Mr. Alan Renaerts, Chemainus
B142 Mr. Gordon L. McLean, North Vancouver
B143 Mr. G. D. Kaiway, Vancouver
B144 Mr. A. N. Fraser & Mr. R. W. Burrowes, Victoria
B145 Mr. P. A. Fraser, Parksville
B146 Mr. D. S. Lane, Vernon
B147 Mr. Lance Eaton, Lumby
B148 Mr. Neil A. Davidson, Vernon
B149 Mr. Geo N. Shippit, Vernon
B150 Mr. Grant Shutz, Vernon
B151 Mr. Tim Pollock, Burnaby
B152 Mr. Dick Hamakawa & Ms. Janet Sommerville, Nelson
B153 Mr. Mike Ketteringham, Port Alberni
B154 Mr. Paul A. Roggeveen, Victoria
B155 Capt. John Cowling, Vancouver
B156 Mr. A. Laane, Richmond
B157 Mr. Charles Shane, Vancouver
B158 Mr. Emam Khan, Victoria
B159 Mr. Paul Johnstone, Courtenay
B160 Mr. E. Robchan, Vernon
B161 Mr. G. E. Baynes, West Vancouver
B162 Ms. Sally Hammond, Vancouver
B163 Mr. Norman Groot, Houston
B164 Mr. G. Burroughs, Blind Bay
B165 Mr. Chris H. Szalla, Gabriola
B166 Mr. John Eugene Philion, Victoria
B167 Mr. Len Wilson, Lindell Beach
B168 Mr. Sven Sandberg, Nanaimo
B169 Mr. & Mrs. Richard Baugh Allen, Nanaimo
B170 Mr. Alan W. Douglas, Duncan
B171 Mr. Bernie Smith, New Westminster
B172 * Mr. T. J. Hoffman, no address
B173 Mr. David J. Beard, Vancouver
B174 Mr. J. M. Vanderwood, Okanagan Centre
B175 Mr. Manfred Sproll, Prince Rupert
B176 Mr. Conn J. Nast, Chemainus
B177 Mr. Douglas L. Witzel, Surrey
B178 Mr. C. Arthur Frey, Kelowna
B179 Mr. Peter Dury, Courtenay
B180 Mr. D. R. Baziuk, Nelson
B181 Ms. Vivian Wicks, Prince George
B182 Mr. Gary H. Johncox, North Vancouver
B183 Mr. R. K. Coates, Delta
B184 Mr. R. D. Nash, Burnaby
B185 Mrs. Lorraine Flynn, Campbell River
B186 Mr. Paul Nguyen Thanh, Victoria
B187 Mr. William Lauden, New Westminster
B188 Mr. William A. Reedman, Pitt Meadows
B189 Mr. Eugen H. Damms, Prince George

B190 Mr. Lutz W. B. Klaar, Prince George
B191 Mr. A. A. Cameron, Westbank
B192 Mr. James Robert Allison, Penticton
B193 Mr. Joe M. Sparks, Kamloops
B194 Ms. Wendy Nelson, Kelowna
B195 Mr. Ralph Gafer, West Vancouver
B196 Mrs. A. Szaniszlo, Victoria
B197 Mr. Bruce Turk, Kimberley
B198 Mr. A. Lambrecht, Mr. John D. Hall, Mr. George R. Smith, Burnaby
B199 Mr. Rene Vella, Coquitlam
B200 Mr. Maurice Kenneth Nicolson, Burnaby
B201 Mr. Carl Henne, Castlegar
B202 Mr. I. W. Hanchard, Vancouver
B203 Mr. Gerald R. Cove, Victoria
B204 Mr. George F. Jones, Victoria
B205 Mr. Wayne J. Kelly, Courtenay
B206 Mr. John McNiff, Delta
B207 Mr. Rob H. Swetnam, Surrey
B208 Mr. Bruce M. Brydon, Vancouver
B209 Mr. J. R. Gordon, Victoria
B210 Ms. Cyndy Dinter, Mill Bay
B211 Mr. Carl Dahlen, Vernon
B212 Mr. G. Bleiler, Kelowna
B213 * Mr. James W. Halliday, Langley
B214 Mr. Rene Barone, Penticton
B215 Mr. Blake Bourgeois, Victoria
B216 Mr. W. R. Freeborn, West Vancouver
B217 Ms. Goldie Warner, Penticton
B218 Mr. Lloyd A. Jeck, Williams Lake
B219 Mr. A. G. Reshaur, Vancouver
B220 Mr. R. M. Armstrong, Victoria
B221 Mr. Bruce M. Clark, Vancouver
B222 Mrs. F. Jeal, Vancouver
B223 Mr. G. W. Frost, Sooke
B224 Mr. Eric Lush, Surrey
B225 Mr. Randy Falk, Vancouver
B226 Mr. Paul Whitehead, Victoria
B227 Mr. S. W. T. Gilbert, Vancouver
B228 Mr. Ted Jeffries, Cascade Chemical Commodities Ltd., Vancouver
B229 Mrs. Margaret B. Oakey, Quesnel
B230 Mr. Peter Chapman, Victoria
B231 Mr. Joseph F. DiMarco, Port Hardy
B232 Mr. G. C. H. McAdam, Qualicum Beach
B233 Mr. Victor Fulcher, Delta
B234 Mr. Roger Bedford, Vancouver
B235 Mr. Henry Loewen, Elko

B236 Mr. Thomas Haldane, Quesnel
B237 Mr. Joseph G. Allen, Lake Cowichan
B238 Mr. R. B. Robertson, Port Hardy
B239 Mr. Patrick M. Borton, Chetwynd
B240 Mr. Walter Harder, Sardis
B241 Mr. J. M. Lord, Victoria
B242 Mr. Ralph West, Surrey
B243 Mr. E. B. James, Pitt Meadows
B244 Mr. E. H. Hartz & 14 others, Vancouver
B245 Mr. Monte Vanton, Victoria
B246 Mr. A. T. Sawchuck, Dawson Creek
B247 Mr. M. D. Hogg, no address
B248 Mr. S. H. Booiman, White Rock
B249 Mr. Harry Vogt, Merritt
B250 Mr. Robert G. Myren, Surrey
B251 Mr. Henry A. Ford, Lillooet
B252 Ms. Jan Leine, Nanaimo
B253 Mr. J. F. Carmichael, Abbotsford
B254 Mr. John Gladwyn Prior, Vernon
B255 Hon. Stephen Rogers, Victoria
B256 Mr. Harry De Jong, MLA Central Fraser Valley
B257 Mr. C. N. Miller, Richmond
B258 Mr. Vincent Murray, Richmond
B259 Mr. Jim Hubay, Okanagan Centre
B260 * Mr. Gordon McKay, Richmond
B261 * Mr. Alfred Augustus Lewsey, Vancouver
B262 * Mr. S. J. Benson
B263 * Mr. Theodore Teichman, Vancouver
B264 * Dr. Anil Verma, Vancouver
B265 * Mr. E. Scott Richardson, North Vancouver
B266 * Mr. Robert C. Allen, Vancouver
B267 * Mr. Robert Weich, Kamloops
B268 * Mr. Alfred A. Lewsey, Vancouver
B269 * Mr. Erol Hembroff, Victoria
B270 * Mr. Charles Shane, Vancouver
B271 * Mr. Bruce Brock, Victoria
B272 * Mr. John S. Conklin, Victoria
B273 Mr. W. C. Curry, Telkwa
B274 Mr. Andrew W. Pratt, New Westminster
B275 Mr. Rudy Pitsch, Surrey
B276 Mr. Norm Sorenson, Burnaby
B277 Mr. Fred Taylor, Nanaimo
B278 Mr. H. L. Rodger, Prince George
B279 Mr. Sam Side, Dawson Creek
B280 Mr. E. Ropchan, Vernon
B281 Mr. S. M. Drinnan, Prince George
B282 Ms. Roberta Kelly, Vancouver

B283		Mr. H. Vigfucson, White Rock
B284		Mr. F. Worfold, Maple Ridge
B285		Mr. Bermington, Taylor
B286		Mr. Saul Sigal, Winfield
B287		Mrs. E. M. Favel, Port Coquitlam
B288		Mr. R. N. Freeman, Powell River
B289		Mr. E. A. Numan, Smithers
B290		Mr. G. H. Christensen, Port Alberni
B291		Mr. Mir I. Huculak, Vancouver
B292		Hon. Mel Couveliere, Victoria
B293	*	Mr. A. G. Jenkins, Revelstoke
B294	*	Mr. Vincent Murray, Richmond
B295	*	Mr. F. G. O'Connor, Vancouver
B296	*	Mr. T. M. Brewer, Campbell River
B297		Mr. Keith Campbell, Vancouver
B298		Ms. Val Miles, Oliver
B299		Mr. Donald Anderson, Vancouver
B300		Mr. J. G. Bertramm, Port McNeill
B301		Mr. Wayne Kelly, Courtenay
B302		Mr. Gary E. Mullins, Vancouver
B303		Mr. Chas. Frizell, Vancouver
B304		Mr. A. W. Davidson, West Vancouver
B305		Mr. Brian A. Cooper, North Vancouver
B306		Mr. John A. Chapman, Surrey
B307		Mr. Ronald McLardy, Pender Island
B308		Mr. Bill Slewielge, Matsqui
B309		Ms. E. Jane Rittenhouse, Vancouver
B310		Mr. Ed. H. Kehler, Cobble Hill
B311		Mr. John D. Hall, Vancouver
B312		Mr. R. C. W. Hooper, Victoria
B313		Mr. Angus MacDonald, Vancouver
B314		Mr. Ron Newfield, Nanaimo
B315		Mr. R. B. Danma, no address
B316		Mr. Erskine Winterford, Sidney
B317		Mrs. Barbara S. Cairns, Burnaby
B318		Mr. V. G. Hollister, Mission
B319		Mrs. E. MacCaig, North Vancouver
B320		Mr. Gordon Thompson, no address
B321		Mr. Keith E. Ajas, no address
B322		Mr. Roland A. Lacroix, no address
B323		Mr. Michael Doyle, Vancouver
B334		Mr. Claude Parsons, White Rock
B335		Mr. John Campbell, Qualicum Beach
B336		Mrs. Audrey Wheeler, Parksville
B337		Mr. Cleland D. Taylor, Delta

APPENDIX E

LABOUR LEGISLATION REVIEW

Private Meetings with Honourable Lyall Hanson & Officials

Location: Cabinet Chambers, Robson Square, Vancouver, B.C.

Saturday, January 24th

9:00 a.m. **B.C. Construction Association**

Attendees:

Dave Weller, President, BCCA

Warren Dickinson, Chairman (also with Steel Bros. Canada)

Roy McBride, Past Chairman (also co-owner, Halse-Martin Construction Ltd.)

Pat Dennet, Chairman, Amalgamated Construction Association of Vancouver (also President, Landmark Glass & Aluminum Co.)

Saturday, January 24th

10:00 a.m. **Independent Contractors & Businesses' Association**

Attendees:

Philip Hochstein, Executive Vice-President

Christina Koechl, President (also Treasurer, Martina Construction)

Elmer, Verigin, Director (also President, Marbella Construction)

Bill Kerkhoff, Director (also President, Kerkhoff Construction)

Saturday, January 24th

10:30 a.m. **Construction Labour Relations Association**

Attendees:

Chuck McVeigh, President, CLRA

Mike Wilson, Chairman of the Board (also PCL Construction, Western Inc.)

Dick Baker, Vice Chairman (also Dillingham Construction Co. Ltd.)

Dick Myers, Vice Chairman (also with Dominion Construction)

Ed Reese, Director (also with E.W. Reese & Sons Ltd.)

Stewart Wolfe, Director (also with Fraser River Piledriving Co. Ltd.)

Dino Maniago, Director (also with Acme Masonry Ltd.)

John Bruno, Director (also with J. Bruno & Sons Ltd.)

Khjel Olsen, Director (also with Coast Hudson Ltd.)

Brian Scroggs, Past Chairman (also with Farmer Construction Ltd.)

Saturday, January 24th

1:30 p.m. **Confederation of Canadian Unions**

Attendees:

Jess Succamore, President, CCU (also National Secretary Treasurer of Canadian Association of Industrial and Mechanical Allied Workers)

Gary Worth, Western Vice President (also Local 10, PPWC, Kamloops)

Klaus Mueller, President, B.C. Council, CCU (also with Canadian Association of Smelter and Allied Workers

Cathy Walker, Vice President, B.C. Council (also National Health and Safety Director, CAIMAW)

Brian Nicholson, Treasurer, B.C. Council (also with I.C.T.U.)

Ron Christensen, Secretary B.C. Council (also with PPWC Local 15)

Roger Crowther, BC/Alberta Regional Vice President

John Bowman, CAIMAW Research Director

Hunter Wallace, National President, ICTU

Stan Shewaga, National President, PPWC

Ron Stewart, PPWC - Local 11, Gold River

Chuck Shewselt, President, CKVU Employees' Assoc.

Sue Bohanka, Executive Assistant, CCU

Trevor Henderson, CKVU Employees' Association

Leila Harding, Food and Service Workers of Canada

Kelly Rockwell, Food and Service Workers of Canada

Sunday, January 25th

10:00 a.m. **Vancouver Board of Trade**

Attendees:

Graham Clarke, Chairman (also President, Clarke Group of Companies)

Darcy Rezak, Managing Director (also former federal Economic Development Coordinator)

Doug Vincent, Director, Policy Development

John Timms, Human Resource Manager - 7-11 Stores, Canada

Robert Stuart, Administration Manager/Comptroller, Business Telecom Equipment/B.C.Tel (also, former chairman of Task Force which developed "Improving Labour Relations in B.C.")

Mike Povey, Labour Relations Consultant, Chapman & Associates

Lois Hobbs, Executive Director, Public Employers' of B.C.

Sunday, January 25th

1:00 p.m. **B.C. Federation of Labour**

Attendees:

Ken Georgetti, President

Cliff Andstein, Secretary-Treasurer

Angela Schira, Vice President (also with the Int'l Association of Machinists and Aerospace Workers)

John Shields, Vice President (also B.C.G.E.U.)

Art Gruntman, Vice President (also Canadian Paperworkers Union)

Patricia Lane, Director of Research & Legislation

Sunday, January 25th

3:00 p.m. **Business Council of B.C.**

Attendees:

Jim Matkin, President and CEO

Bill Mathieson, VP, Human Resources

Tim Kuash, VP, Government and Public Affairs

Gabe Somjen, Partner, Shrum Liddle & Hebenton

Don Champion, VP, B.C. Telephone Co.

Don Saunders, Chairman and Chief Executive Officer, Pulp & Paper Industrial Relations Bureau

Gary Johncox, VP, Human Resources, MacMillan Bloedel

Siedo Tzogoeff, Executive VP, Metal Industries Association

Dunc Wilkins, General Manager, Cominco

Brian Foley, VP, B.C. Rail

Stu Noble, VP, Pacific Press Ltd.

Don Monk, VP, Canada Safeway Ltd.

Chuck McVeigh, President, CLRA

Bob Wilds, President & CEO, B.C. Maritime Employers Association

Mark Leffler, Manager, Labour Relations, Greater Vancouver Regional District

Gordon Austin, President & CEO, Health Labour Relations Association

Bob Saunders, President, Smith Bros & Wilson Limited and Chairman, Board of Governors, Business Council of B.C.

Tuesday, February 17th

4:00 p.m. **B.C. and Yukon Building Trades Council**

Attendees:

Roy Gautier, President

Al McMurray, Secretary Treasurer

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